

3 1761 11766111 6


















Digitized by the Internet Archive  
in 2022 with funding from  
University of Toronto

<https://archive.org/details/31761117661116>







# labour gazette



VOLUME LXIX

INDEX

FOR THE YEAR

1969

CANADA DEPARTMENT OF LABOUR

*Minister*—HON. BRYCE MACKASEY

*Editor in Chief*—W. S. DRINKWATER

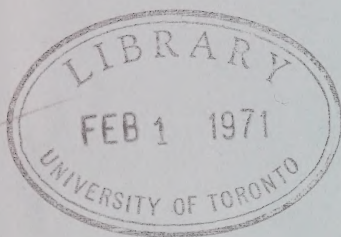
*Deputy Minister*—J. DOUGLAS LOVE

*Editor*—JACK E. NUGENT



## PAGE NUMBERS OF MONTHLY EDITIONS

	<i>Month</i>
2-64 .....	January
66-136 .....	February
138-204 .....	March
206-264 .....	April
266-308 .....	May
310-368 .....	June
370-440 .....	July
442-496 .....	August
498-556 .....	September
558-636 .....	October
638-708 .....	November
710-780 .....	December



## CERTIFICATION AND CONCILIATION PROCEEDINGS

(See PART II)

### SUPPLEMENTS

Conciliation Board Reports — Nos. 1-6

Reasons for Judgment — Nos. 2-6

### Erratum

On page 233 — Column 3 — Para. 1 — Line 7 — for 1,080 read 1,808.



# A

BEL, I. W., *President, United Steelworkers of America*  
Conglomerates, growth of—address, National Policy Conference of Canadian Steelworkers, Montreal, 376.

## ACCIDENTS, INDUSTRIAL

Employment Fatalities. CANADA:  
in 1969—first and second quarters, 465, 668.  
in 1968—annual, 392; third and fourth quarters, 100, 282.

Public Service accidents in 1968. CANADA: 148.

Statistics: "H—Employment Fatalities" (quarterly and annual feature).

## ADULT TRAINING *See also* RETARDATES

Middle-aged trainees and young people—study on labour turnover. BRITAIN: 670.

## AGREEMENTS *See also* COLLECTIVE LABOUR AGREEMENTS

Industrial safety protection—agreement under Canada Labour (Safety) Code signed by Hon. Bryce Mackasey, federal Minister of Labour, 639.

## AGRICULTURE

Caribbean workers to assist Ontario farmers, 266.

## AIR CANADA

Strike terminated, 444.

## ALBERTA FEDERATION OF LABOUR

Brief, provincial Cabinet, 385.

Convention, 9.

Hannigan, John, former vice-president, death of, 115.

## ALLIANCE FOR LABOUR ACTION

Established by UAW and Teamsters to promote social action, 638.

## AMERICAN FEDERATION OF LABOR—CONGRESS OF INDUSTRIAL ORGANIZATIONS

Kirkland, J. L., Secretary-Treasurer, elected, 443.

Withdrawal from ICFTU announced by President George Meany, 370.

## APPRENTICESHIP

Alta. Apprenticeship Act: new and revised regulations, 89.

B.C. Apprenticeship and Tradesmen's Qualification Act: regulations, 89.

Industrial training and apprenticeship provincial legislation (1967-68). CANADA: 89.

Man. Apprenticeship Act: amendment, 90.

P.E.I. Apprenticeship and Tradesmen's Qualification Act: amendment, 89.

Sask. Apprenticeship and Tradesmen's Qualification Act: amendment, 89.

## ARBITRATION *See also* CANADIAN RAILWAY OFFICE OF ARBITRATION; COLLECTIVE LABOUR AGREEMENTS; LEGAL DECISIONS

B.C. Mediation Commission Act—Bill 33—views, B.C. Federation of Labour, 8.

CMA talks about railroads, 456.

Ontario Labour-Management Arbitration Commission established—County Court Judge Walter Little, Parry Sound, appointed head, 17, 566.

ARCHER, DAVID B., *President, Ontario Federation of Labour*  
Annual convention, remarks, 6, 7.

Urges right of Ontario employees to organize—address, Ontario Division, CUPE, 370.

ARMAND, LOUIS, *Industrialist, France*

National Tripartite Conference on Industrial Relations, remarks, 714.

## ASIAN MANPOWER PLAN

Established at 6th Asian Regional Conference of ILO, 83.

## ASSOCIATION OF LABOUR MEDIATION AGENCIES

Mackasey, Hon. Bryce, federal Minister of Labour, addresses joint session of Association and International Association of Governmental Labour Officials, Banff, Alta., 558.

## ASSOCIATION OF RADIO AND TELEVISION EMPLOYEES OF CANADA *See* RADIO AND TELEVISION EMPLOYEES OF CANADA

## ATLANTIC PROVINCES ECONOMIC COUNCIL

Ottawa policies inadequate for Maritimes—annual review, 76.

## AUTO WORKERS *See also* CANADA-UNITED STATES AUTOMOTIVE AGREEMENT

"Alliance for Labor Action"—established by UAW and Teamsters to promote social action, 638.

Christmas leave—UAW first, Massey-Ferguson, and Cockshutt Farm Equipment Co. workers, 371.

George Burt Testimonial Banquet, 311.

McDermott, Dennis, Canadian Director, addresses Personnel Association of Toronto, 378.

UAW brief, federal Cabinet, 331.

## AUTOMATION

Consultation, automation and leisure—conference, in Saskatoon, of employer and employee representatives of the printing industry—address, Prof. H. W. Roberts, University of Alberta, 178.

UAW brief, federal Cabinet, 331.

# B

BAETZ, REUBEN C., *Executive Director, Canadian Welfare Council*

Address, OFL Education Conference, 275.

BANKS, HAL, *Seafarers' International Union*

Cost to Canadian taxpayer for charges against former president, 74.

BARCLAY, ROBERT G., *former director, Unemployment Insurance Commission*

Death of, 151.



# INDEX

- BASFORD, HON. RONALD, *Minister of Consumer and Corporate Affairs*  
CLC brief, reply, 216.
- BEATTY, R. L., *Director General, Unemployment Insurance Commission*  
IAPES convention, address, 587.
- BELL, RUSSELL, *Research Department, Canadian Labour Congress*  
Appointment, 566.
- BENEFITS *See* SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLAN
- BENSON, HON. EDGAR, *Minister of Finance*  
CLC brief, reply, 216.
- BLIND PERSONS  
Canada Assistance Plan, provisions, 78.
- BOILERS  
P.E.I. Steam Boiler Act: regulations, 85.
- BOOK REVIEWS *See* titles under PUBLICATIONS
- BRAIN DRAIN  
*Educational Attainment in Canada: Some Regional and Social Aspects*—DBS study of educational attainment in labour force, 74.  
Why Canadian professionals go to the United States—study, Department of Manpower and Immigration, 755.
- BRITISH COLUMBIA FEDERATION OF LABOUR  
Brief, provincial Cabinet, 384.  
Convention, 13th annual, 8.
- BURT, GEORGE  
George Burt Testimonial Banquet, 311.

## C

- CAMBODIA  
119th country admitted to membership in ILO, 329.
- CANADA ASSISTANCE PLAN  
Provisions, 78.
- CANADA DEPARTMENT OF LABOUR *See* LABOUR, DEPARTMENT OF (CANADA)
- CANADA LABOUR RELATIONS BOARD  
Smith, Richard C., appointment to Board as employee representative, 565.  
To be renamed Canadian Industrial Relations Board, 213.
- CANADA LABOUR (SAFETY) CODE  
Provisions, 84.
- CANADA LABOUR (STANDARDS) CODE  
Cape Breton Development Corporation Hours of Work Extension Order—employees, other than office, exempted from Part 1 (Hours of Work), 598.  
Hours of work order—  
truck drivers employed by mail contractors of Canada Post Office, 739.

- Working party to examine hours-of-work provisions, appointed, 501.
- CANADA-UNITED STATES AUTOMOTIVE AGREEMENT  
Extension of TAB program to assist auto workers affected by Agreement, 146.  
Review consultations with United States, 26.  
UAW brief to federal Cabinet, 331.
- CANADIAN AIRLINE NAVIGATORS' ASSOCIATION  
10-year phase-out of airline navigators covered in agreement between Canadian Pacific Airlines and union (Western local), 11.
- CANADIAN ASSOCIATION OF ADMINISTRATORS OF LABOUR LEGISLATION  
Industrial training and apprenticeship legislation, 1967-68—report, Legislation Branch, Canada Department of Labour, 90.
- CANADIAN BROADCASTING CORPORATION  
Employees living below poverty line—ARTEC brief to federal conciliation Board, 233.  
Labour dispute—settlement in contract dispute between Association of Radio and Television Employees of America and the CBC, 318.
- CANADIAN CHAMBER OF COMMERCE  
Convention, 14.
- CANADIAN CONSTRUCTION ASSOCIATION  
Construction Labour Relations—intensive study by H. Carl Goldenberg, Q.C., and Prof. John Crispo, commissioned by CCA, 160.  
Meeting, 51st, 333.  
Submits model Construction Industry Labour Relations Act, 160.
- CANADIAN INDUSTRIAL RELATIONS RESEARCH INSTITUTE  
Labour Relations and the Woods Report—sixth annual meeting, conference sponsored by University of Montreal, 578.
- CANADIAN LABOUR CONGRESS  
Bell, Russell, Research Department, appointment, 566.  
Biennial Conference on Health and Safety, 6th, Montreal, 723.  
Brief, federal Cabinet, 214; replies—Prime Minister Pierre Elliott Trudeau, 216; Mackasey, Hon. Bryce, Minister of Labour, 216; Benson, Hon. Edgar, Minister of Finance, 216; Hellyer, Hon. Paul, Minister of Transport, 216; MacEachen, Hon. Allan, Minister of Manpower and Immigration, 216; Munro, Hon. John, Minister of Health and Welfare, 216; Basford, Hon. Ronald, Minister of Consumer and Corporate Affairs, 216.  
Dodge, William, Secretary-Treasurer, remarks at 6th convention, 7.  
Franklin, A. A., President, Manitoba Federation of Labour (CLC), appointed Conciliation Officer, Canada Department of Labour (Vancouver), 442.  
Hartman, Grace, national Secretary-Treasurer, CUP, delegate to Third World Conference on Women Workers' Problems, 75.  
Hepworth, A. L., Educational Director, appointment, 7.



# INDEX

Human Rights Conference, 66.

MacDonald, Donald, President—elected Vice-President, ICFTU, 581; New Year message, 3.

Reaction to the Woods Report (Prime Minister's Task Force on Labour Relations), 319, 519.

Simonds, John, Director of International Affairs Department, appointment, 445.

Useless welfare groups criticized by Executive Vice-President, CLC, 223.

## NADIAN MANUFACTURERS' ASSOCIATION

An alternative to the industrial tribunal—submission by Ontario Division to provincial Minister of Labour, 168.

Brief, federal Cabinet, 147.

98th annual general meeting, 452.

Replace right to strike (public employee) with arbitration—John O'Dea, President, 25.

Willis, L. F., elected President, 457.

## NADIAN NATIONAL RAILWAYS

UTU contract settlement, 310.

## NADIAN PACIFIC AIRLINES

10-year phase-out of airline navigators covered in agreement between company and Canadian Airline Navigators' Association (Western local), 11.

## NADIAN PACIFIC RAILWAY COMPANY

UTU contract settlement, 310.

## NADIAN RAILWAY LABOUR EXECUTIVES' ASSOCIATION

Brief, federal Cabinet, 217; replies, Hon. Bryce Mackasey, Minister of Labour, 218.

Smith, Charles, chairman, New Year message, 4.

## NADIAN RAILWAY OFFICE OF ARBITRATION

Summary of decisions—

Cases 117-119, 39; 120-129, 112; 130-136, 180; 137-141, 241; 142-145, 343; 146-147, 399; 148-149, 474; 150-157, 528; 158, 160-64, 603.

## NADIAN UNION OF PUBLIC EMPLOYEES

Aids OFL publicity drive to fight effects of Rand Commission on Labour Disputes, 391.

Biennial convention, 734.

Cash donation to Ottawa Civic Hospital buys portable heart pump, 711.

Condemns doctors for increase in fees, 148.

Convention (Ontario Division), 391.

Hartman, Grace, national Secretary-Treasurer, attends Third World Conference on Women Workers' Problems, 75.

Problems, pitfalls and potential—views of Stan Little, President, CUPE, on industrial relations and collective bargaining, 590.

Right of Ontario employees to organize urged by David Archer, President, OFL, in address to Ontario Division, CUPE, 370.

United Government Workers of Ontario becomes Local 3000 of CUPE, 6.

## NADIAN WELFARE COUNCIL

Social Policies for Canada, special report, 247.

## CAPE BRETON DEVELOPMENT CORPORATION

Cape Breton Development Corporation Hours of Work Extension Order exempts employees, other than office, from Part 1 (Hours of Work) Canada Labour Standards) Code, 598.

Hours of Work Extension Order: exemption, 739.

## CARIBBEAN WORKERS

Seasonal farm work in Ontario, 266.

## CARMEL, ALAN, *University of Manitoba*

Article on incomes policy, 730.

## CASTLE, BARBARA, *Secretary of State for Employment and Productivity (Britain)* See INDUSTRIAL RELATIONS

## CERTIFICATION See also LEGAL DECISIONS

*Construction Labour Relations*—intensive study by H. Carl Goldenberg, Q.C., and Prof. John Crispo, commissioned by CCA, 160.

## CHEMICAL INDUSTRIES

ILO Chemical Industries Committee, meeting, 461.

## CHEMICAL WORKERS' UNION, INTERNATIONAL

Mitchell, Walter L., President, death of, 26.

## CHILD LABOUR See EMPLOYMENT OF CHILDREN

## CHILDREN'S DAY CARE CENTRES

Established in Washington by U.S. Department of Labor, 311.

## CHRÉTIEN, HON. JEAN, *Minister of Indian Affairs and Northern Development*

New policy for Canada's Indians—outlined in House of Commons, 513.

## CHRISTMAS LEAVE

Ten-day Christmas leave for employees of Fleet Manufacturing Ltd., Fort Erie, Ont., 223.

UAW first to win Christmas leave—Massey-Ferguson, and Cockshutt Farm Equipment Co. workers, 371.

## CHRYSLER CORPORATION

To train unemployed under Job Opportunities in the Business Sector (JOBS) program. UNITED STATES: 502.

## CIVIL SERVICE See PUBLIC SERVICE

## COAL See also CAPE BRETON DEVELOPMENT CORPORATION

Operating costs for coal-mining industry in 1967—report, Dominion Coal Mining Board, 225.

## COCHRANE, DONALD, T., *Chief Conciliation Officer, Atlantic Region, Canada Department of Labour*

Death of, 445.

## COLLECTIVE BARGAINING

*Collective Bargaining in the Ontario Government Service*, report, Judge Walter Little, County Court of Parry Sound, Ontario, 522.

*The Fawley Productivity Agreements*, study on collective bargaining, Allan Flanders, University of Oxford, 149.

Legislation in 1967-68—civil servants, policemen, teachers and nurses, in Alta., B.C., Ont., Qué., and Sask., 17.



## INDEX

- Lithographers and Photoengravers International Union and Printing Industries of America, "Round Table" conferences, 35.
- McGregor's X & Y theories of leadership strategy—paper prepared by Arthur A. Thompson, University of Alabama, and Irwin Weinstock, Virginia Polytechnic Institute—"Facing the Crisis in Collective Bargaining", 92.
- "The Montreal Harbour—Ten Years Hence"—one-day seminar of labour, management and government representatives; paper presented by Prof. Paul T. Hartman, University of Illinois, 211.
- Principles approved by registered nurses. NOVA SCOTIA: 444.
- Problems, pitfalls and potential—views of Stan Little, President, CUPE, on industrial relations and collective bargaining, 590.
- Public Service of Canada, collective bargaining in—Hon. C. M. Drury, President, Treasury Board, 99.
- Public Service signs 16 collective agreements covering eight occupational groups—Public Service Alliance of Canada bargaining agent, 371.
- COLLECTIVE LABOUR AGREEMENTS**
- CNR and CPR (two disputes), first UTU contract settlement between, 310
- Increase in average hourly base rate of workers under major collective agreements. CANADA: 222.
- Information Retrieval System, Industrial Relations Centre, McGill University, collective agreements coded and stored, 371.
- Major collective agreements in Canadian industries, 1968: Part I—Union and Employee Security and Other Provisions, 155.
- Part II—Grievance and Arbitration, Pay Guarantees, and Other Provisions, 227.
- Mining industries—study published by Canada Department of Labour, 390.
- Ontario Hydro and Ontario Hydro Employees Union, 266.
- Phase-out (10-year) of airline navigators covered in agreement between Canadian Pacific Airlines and Canadian Airline Navigators' Association (Western local), 11.
- Public Service signs 16 collective agreements covering eight occupational groups—Public Service Alliance of Canada bargaining agent, 371.
- Shippers on the Montreal waterfront and the International Longshoremen's Association, new 3-year contract, 323.
- Supreme Court of Canada rules arbitration board had no authority under collective agreement to alter disciplinary decision by management, 172.
- Swedish Industrial Salaried Employees' Association—members granted new benefits, 371.
- COLOMBIA**
- ILO Task Force to assist Colombian Government develop comprehensive and integrated employment plan, 711.
- COMMERCIAL ESTABLISHMENTS** *See* INDUSTRIAL AND COMMERCIAL ESTABLISHMENTS
- COMPENSATION** *See* REHABILITATION; WORKMEN'S COMPENSATION
- COMPULSORY ARBITRATION**
- Opposed by B.C. Federation of Labour, 8.
- COMPULSORY RETIREMENT**
- The Vocational Adjustment of the Older Disabled Worker* UNITED STATES: 37.
- COMPUTERS** *See* INFORMATION RETRIEVAL SYSTEM
- CONCILIATION**
- Franklin, A. A., President, Manitoba Federation of Labour (CLC), appointed Conciliation Officer, Canada Department of Labour (Vancouver), 442.
- CONFEDERATION OF NATIONAL TRADE UNIONS**
- Brief, federal Cabinet, 317: replies—Trudeau, Hon. Pierre Elliot, Prime Minister of Canada, 322; Mackasey, Hon. Bryce, Minister of Labour, 322; Benson, Hon. Edgar, Minister of Finance, 322; Marchand, Hon. Jean, Minister of Regional Economic Development, 322; Kierans, Hon. Eric, Postmaster General, 322; MacEachen, Hon. Allan, Minister of Manpower and Immigration, 322; Pepin, Hon. Jean-Luc, Minister of Trade and Commerce, 322.
- Convention, 43rd, 93.
- Domtar strike ends, CNTU pays fines, 150.
- Pepin, Marcel, President—on Québec Liquor Board strike 161; 639; New Year message, 4.
- CONGLOMERATES**
- Growth of conglomerates—summary of address, I. W. Abel, President, USWA, National Policy Conference of Canadian Steelworkers, Montreal, 376.
- CONSTRUCTION INDUSTRY**
- Brief presented by major union organizations and the Construction Safety Association of Ontario to the Labour Safety Council (Ontario), 312.
- Canadian Construction Association, meeting, 51st, 333.
- Construction Industry Labour Relations Act (Bill 290) QUEBEC: 335; Model submitted by CCA, 160.
- Construction Labour Relations*—intensive study by H. C. Goldenberg, Q.C., and Prof. John Crispo, commissioned by CCA, 160.
- Stampbook system phased out—Ontario Department of Labour, 741.
- Wage rates increase 11.2 per cent between 1967 and 1968, 444.
- CONSTRUCTION SAFETY ASSOCIATION OF ONTARIO**
- Brief presented to Labour Safety Council (Ontario), 312.
- CONSULTATION** *See* LABOUR-MANAGEMENT RELATIONS
- CONSUMER BUYING**
- The Plot to Make You Buy*—John Fisher, 448.
- CONTAINERIZATION**
- "The Montreal Harbour—Ten Years Hence"—1-day seminar of labour, management and government representatives; paper presented by Prof. Paul T. Hartman, University of Illinois, 207.

## INDEX

### CONTAINERS

New 3-year contract between shippers on the Montreal waterfront and the International Longshoremen's Association, 323.

### CONTRACTS *See* COLLECTIVE LABOUR AGREEMENTS

ISPO, PROF. JOHN, *Director, University of Toronto Centre for Industrial Relations*

Model Construction Industry Labour Relations Act—commissioned by CCA, contains recommendations of Prof. Crispo and H. Carl Goldenberg, Q.C., 160.

### CULTURE

*Guidelines for the Employment of the Culturally Disadvantaged* (Fine): book review, 643.

IRRIE, WALTER, *President, Indian-Eskimo Association of Canada*

Address, Mid-Canada Development Corridor Conference, 646.

## D

DANDENAULT, EGIDE, Editor, *La Gazette du Travail*  
Appointment, 563.

DAY CARE CENTRES *See* CHILDREN'S DAY CARE CENTRES

DAY OF REST *See* REST PERIODS

DEMOCRACY *See* INDUSTRIAL DEMOCRACY

DISABILITY PENSIONS *See* PENSIONS

### DISABLED PERSONS

Canada Assistance Plan, provisions, 78.

Directory of workshops servicing handicapped, Department of Manpower and Immigration, CANADA: 592.

Drug addicts and lawbreakers officially termed "handicapped"—U.S. Secretary of Labor, 443.

"Ergonomics: Man and His Work"—classic examples of "human engineering," 716.

Fifty years of service—Women's Sheltered Workshop, TORONTO: 592.

*Final Report on Activities 1961-1966*—World Commission on Vocational Rehabilitation, 525.

Future requirements for rehabilitation of handicapped and disadvantaged persons in the Atlantic provinces—conference, Memorial University, St. John's, Nfld., 38.

Minimum pensions for workers disabled in occupational accidents, increased, ONTARIO: 444.

*Rehabilitating the Older Disabled Worker*, Vol. II, study, Federation Employment and Guidance Service, New York City, 177.

*Sheltered Employment of the Disabled—An International Survey*—World Commission on Vocational Rehabilitation, 525.

*The Vocational Adjustment of the Older Disabled Worker*, UNITED STATES: 37.

### DISABLED VETERANS

Multiple disability veterans—raise in pension sought by War Amputations Association in brief to Commons veterans affairs committee, CANADA: 711.

DISADVANTAGED *See* DISABLED PERSONS; FAIR EMPLOYMENT PRACTICES; JOB OPPORTUNITIES; OLDER WORKERS; UNEMPLOYABLE PERSONS

### DISCRIMINATION

B.C. Human Rights Act—consolidation of Equal Pay, Fair Employment Practices, and Public Accommodation Practices Acts, 743.

Conference on human rights legislation, CANADA: 726.

Federal and state programs to encourage employment of disadvantaged exempted from Age of Discrimination in Employment Act, UNITED STATES: 710.

McCurdy, George F., Human Rights Administrator, Canada Department of Labour, address, Rotary Club of Ottawa, 15.

N.S. Human Rights Act: provisions, 743.

Ont. Human Rights Act: amendment, 745.

DOCK WORKERS *See* LONGSHOREMEN

### DOCTORS

Condemned by CUPE for increase in fees, 148.

DODGE, WILLIAM, *Secretary-Treasurer, Canadian Labour Congress*

OFL convention, remarks, 7.

### DOMINION BUREAU OF STATISTICS

Survey of labour costs in manufacturing—DBS and Canada Department of Labour, 659.

### DOMINION COAL BOARD

Report, 1967 operating costs, 225.

### DOMTAR PULP AND PAPER PRODUCTS LTD.

Domtar strike ends and CNTU pays fines, 150.

DRUG ADDICTS *See* DISABLED PERSONS

DRURY, HON. C. M., *President, Treasury Board*

Address, Joint Conference on Collective Bargaining in the Federal Public Service, Niagara Falls, Ont., 99.

DUBUC, MARCEL, *Canada Department of Labour*

Chief, Information Division, Public Relations and Information Services, appointment, 562.

## E

ECONOMIC COUNCIL, ATLANTIC PROVINCES *See* ATLANTIC ECONOMIC COUNCIL

### ECONOMIC COUNCIL OF CANADA

Ostry, Dr. Sylvia, appointed a director, 502.

Sixth Annual Review, 652.

### ECONOMIC DEVELOPMENT

Prince Edward Island—economic and social patterns revolutionized by human and natural resources development, 651.



## INDEX

- Review of 1968 and the outlook for 1969—year-end report, Hon. Jean-Luc Pepin, Minister of Industry and of Trade and Commerce. CANADA: 162.
- ECONOMICS AND RESEARCH BRANCH *See* LABOUR, DEPARTMENT OF (CANADA)
- EDUCATION
- Economic Council of Canada, sixth annual review, 654.
  - Educational level of women advances. UNITED STATES: 11.
  - Educational Attainment in Canada: Some Regional and Social Aspects*—DBS study of educational attainment in labour force, 74.
  - Elementary education required by 90 per cent of Canadians entering labour force—projections based on study of years 1961-70, 520.
  - Employers stress experience over education—report of Technical Service Council, non-profit Toronto placement service, 225.
  - Hepworth, A. L., Director, CLC Education Department, appointment, 74.
  - Provincial labour standards legislation (1967-68), school-leaving age, 23.
  - Trends in Job Families and Educational Achievement of the Ontario Labour Force*—Ontario Department of Treasury and Economics, 520.
- ELECTRICAL INSTALLATIONS
- N.B. Electrical Installation and Inspection Act: regulations, 85.
- ELEVATORS AND LIFTS
- Alta. Elevator and Fixed Conveyances Act: regulations, 85.
  - Nfld. Elevators Act: enactment, 736.
  - Sask. Passenger and Freight Elevator Act: revised regulations, 85.
- EMPLOYER ASSOCIATIONS
- Construction Labour Relations, Canadian Inquiry on—intensive study by H. Carl Goldenberg, Q.C., and Prof. John Crispo, commissioned by CCA, recommends formation of, 160.
- EMPLOYER-EMPLOYEE RELATIONS *See* INDUSTRIAL RELATIONS
- EMPLOYERS' ORGANIZATIONS *See* MANAGEMENT ASSOCIATIONS
- EMPLOYMENT *See also* DISCRIMINATION; FAIR EMPLOYMENT PRACTICES; FULL EMPLOYMENT; JOB SURVEYS; LEGAL DECISIONS; MANPOWER MOBILITY; MINIMUM AGE FOR EMPLOYMENT; TERMINATION OF EMPLOYMENT
- Employment review:
    - Employment and Unemployment. CANADA: (monthly feature)
    - ILO Task Force to assist Colombian Government develop comprehensive and integrated employment plan, 711.
    - Statistics: "C—Employment, Hours and Earnings" (monthly feature)
    - Student summer employment—Ontario Government launches appeal, 310.
- EMPLOYMENT AGENCIES
- Provincial labour standards legislation (1967-68), 24.
- EMPLOYMENT FATALITIES *See* ACCIDENTS, INDUSTRIAL
- EMPLOYMENT OF CHILDREN
- Provincial labour standards legislation (1967-68), 23.
- EMPLOYMENT SECURITY
- Major collective agreements in Canadian industries—provisions, 155.
- EMPLOYMENT STANDARDS *See* EQUAL PAY; LABOUR STANDARDS
- Ont. Employment Standards Act: enactment, 19.
- ENGINEERS
- Scientists and engineers—employment survey—Department of Labor and National Science Foundation. UNITED STATES: 521.
- EQUAL OPPORTUNITIES
- Equal opportunities for Indians and Eskimos, remarks, Hon. Jean Chrétien, Minister, meeting, Canadian Save the Children Fund, 75.
- EQUAL PAY
- B.C. Human Rights Act: provisions, 743, 744.
  - Ingenious way for higher salary scale, republic of SOUTH AFRICA: 312.
  - Legislative recommendations for working women. UNITED STATES: 36.
  - Nfld. Human Rights Act: provisions, 743.
  - Ont. Employment Standards Act: regulations, 108.
- ERGONOMICS
- "Ergonomics: Man and His Work"—classic examples of "human engineering," 716.
  - Ergonomic studies: UNITED STATES: 593.
- ESKIMOS
- Currie, Walter, President, address Indian-Eskimo Association of Canada, to Mid-Canada Development Corridor Conference, 646.
  - Equal opportunities for Eskimos and Indians, remarks Hon. Jean Chrétien, Minister, meeting, Canadian Save the Children Fund, 75.
- EUROPEAN CONFEDERATION OF FREE TRADE UNIONS
- Formed by labour unions of six ECM countries, 443.
- EXPENDITURE
- GNP (1968) eighth year of expansion, 330.
- ## F
- FAIR EMPLOYMENT PRACTICES
- Conference on human rights legislation. CANADA: 726.
  - Federal and state programs to encourage employment of disadvantaged exempted from Age of Discrimination in Employment Act. UNITED STATES: 710.
  - McCurdy, George, Human Rights Administrator, Fair Employment Practices Branch, Canada Department of La

G

bour, address (summary) given at Sudbury, Ont., 462;  
findings of advisory committee on employment in Ontario city, 664.

IR WAGES AND HOURS OF LABOUR ACT

Amendments *re* federal government construction contracts, 739.

MILY ALLOWANCES

Que. Family Allowances Act: provisions, 80.

MILY BENEFITS *See* SOCIAL ASSISTANCE

RM INCOME

Special Committee on Farm Income appointed by Ontario Government—recommendations, 336.

RM WORK *See* AGRICULTURE

TALITIES *See* ACCIDENTS, INDUSTRIAL

DERAL EMPLOYEES *See* PUBLIC EMPLOYEES

NANCIAL ADMINISTRATION

Ont. Financial Administration Act: amendments, 17.

RE

Ont. Fires Extinguishment Act and Forest Fires Prevention Act brought under Workmen's Compensation Act, 85.

TZSIMMONS, FRANK, *General Vice-President, Teamsters, Chauffeurs, Warehousemen and Helpers of America, International Brotherhood of*

Address, merger meeting, UAW and Teamsters, 638.

ANDERS, ALAN, *British Commission on Industrial Relations*

Remarks, National Tripartite Conference on Industrial Relations, 714.

REET MANUFACTURING LTD.

Ten-day Christmas leave for employees, 223.

REST FIRES *See* FIRE

RANKLIN, A. A., *Conciliation Officer, Canada Department of Labour*

Appointment (Vancouver), 442.

REEDOM OF ASSOCIATION *See* LABOUR UNIONS

REEMAN, GEORGE E.

Commissioner, Prices and Incomes Commission, appointment, 501.

RINGE BENEFITS

*Fringe Benefit Costs in Canada 1967*—report, Thorne Group Ltd., management consultants, 26.

ULL EMPLOYMENT

CLC views, 214-15.

*Fuller Employment with Less Inflation* (Siegel): book review, 642.

GALBRAITH, JOHN KENNETH, *Professor of Economics, Harvard University*

Keynote speaker, national tripartite conference on industrial relations, to be held in Ottawa, 564.

Remarks, National Tripartite Conference on Industrial Relations, 714.

GELBER, SYLVA, *Director, Women's Bureau, Canada Department of Labour*

ILO consultant, appointment, 310.

Engineers' Wives Association, meeting, remarks, 732.

*The New Role of Women*—address, Jewish Family and Child Services, 314.

GEOFFREY, JEAN-PAUL, *Chief Justice, Québec Labour Court*  
Appointment, 639.

GERIN-LAJOIE, JEAN, *Director, District 5, United Steelworkers of America*

National policy conference of Canadian steelworkers (USWA), Montreal, remarks, 376.

Vice-Chairman, Prices and Incomes Commission, appointment, 501.

GOLDBERG, ARTHUR, *former U.S. Secretary of Labor*

The "super negotiator," 223.

GOLDENBERG, H. CARL, Q.C.

Construction Labour Relations—study commissioned by CCA, 160.

GOVERNMENTAL LABOUR OFFICIALS, INTERNATIONAL ASSOCIATION OF *See* INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOUR OFFICIALS

GRIEVANCES *See* COLLECTIVE LABOUR AGREEMENTS

GROSS NATIONAL PRODUCT

GNP (1968) eighth year of expansion, 330.

GUARANTEED INCOME

Special Committee on Farm Income appointed by Ontario Government—recommendations, 336.

GUARANTEED INCOME

*The Role of Unemployment Insurance Under Guaranteed Minimum Income Plans* (Murray) book review, 642.

GUARANTEED MINIMUM INCOME *See* GUARANTEED WAGE

GUARANTEED WAGE *See also* COLLECTIVE LABOUR AGREEMENTS

Guaranteed minimum income for all Canadians recommended by Canadian Welfare Council in special report, *Social Policies for Canada*, 247.

GUIDELINES

Prime Minister Trudeau on the fight against inflation—announces anti-inflationary measures applicable to federal Government's fiscal and monetary policies, 662.



# H

HANDICAPPED PERSONS *See* DISABLED PERSONS

"HARD CORE" UNEMPLOYMENT *See* UNEMPLOYMENT

HARTMAN, PROF. PAUL T., *University of Illinois*

Presents paper at seminar of labour, management and government representatives, Industrial Relations Centre, McGill University, 207.

HAYTHORNE, GEORGE V., *Deputy Minister, Canada Department of Labour*

Commissioner, Prices and Incomes Commission, appointment, 501.

Consumer and Corporate Affairs Department, appointment, 5.

Price and Income Policies in the Current Economic Setting—address, University of Massachusetts, 324.

## HEALTH

CLC's 6th Biennial Conference on Health and Safety, Montreal, 723.

## HEALTH INSURANCE

OHSIP, provisions, 567.

Ontario enters federal medical care insurance plan, 501.

HELLYER, HON. PAUL, *Minister of Transport*

CLC brief, reply, 216.

HEPWORTH, A. L., *Director, Education Department, Canadian Labour Congress*

Appointment, 74.

## HOLIDAYS *See also* VACATIONS

Provincial labour standards legislation (1967-68), 23.

Ten-day Christmas leave for employees of Fleet Manufacturing Ltd., Fort Erie, Ont., 223.

UAW first to win Christmas leave—Massey-Ferguson, and Cockshutt Farm Equipment Co. workers, 371.

HOOPER, RONALD H., *former Editor, Labour Gazette*

Death of, 221.

## HOURS OF WORK *See also* REST PERIODS

Canada Labour (Standards) Code: orders *re* truck drivers employed by mail contractors of Canada Post Office, 739.

Cape Breton Development Corporation Hours of Work Extension Order: exemption, 739.

Fair Wages and Hours of Labour Act: amendments *re* federal government construction contracts, 739.

Nfld. Shipping Hours of Work Extension Order: amendment, 739.

Night work for women in Quebec permitted under Industrial and Commercial Establishments Act, 150.

Ont. Employment Standards Act: regulations, 108.

Provincial labour standards legislation 1967-68 in various provinces, 22.

Que. Industrial and Commercial Establishments Act, amendments, 740.

Work year shortened for cable workers in BRITISH COLUMBIA: 442.

Working party to examine hours-of-work provisions of Canada Labour (Standards) Code, appointed, 501.

## HOUSEWIVES

Housewives: missing link in the GNP chain—remarks Director of Women's Bureau, Canada Department of Labour, at meeting of Engineers' Wives Association, 732.

## HOUSING

CLC brief, reply 216.

Economic Council of Canada, sixth annual review, 654.

Task Force on Housing and Urban Development, report 220.

## HUMAN RESOURCES DEVELOPMENT INSTITUTE (UNITED STATES)

"hard core" unemployed—Government labour project, 27

## HUMAN RIGHTS

Alta. Human Rights Act: amendments, 745.

B.C. Human Rights Act—consolidation of Equal Pay, Fair Employment Practices, and Public Accommodation Practices Acts, 743.

B.C. Human Rights Act: provisions, 743, 744.

Conference on human rights legislation. CANADA: 726.

Decisive action urged by Daniel Hill, Director, Ontario Human Rights Commission, 149.

McCurdy, George, Human Rights Administrator, Canada Department of Labour—findings of advisory committee on employment in an Ontario City, 664; summary of address, USWA staff representatives, Sudbury, Ont., 462.

Nfld. Human Rights Act: 743, 745.

N.S. Human Rights Act: provisions, 743.

Ont. Human Rights Act: amendment, 745.

Ont. Human Rights Code—scope extended, 464.

Ottawa conferences—national and CLC, 66.

Provincial labour standards legislation (1967-68), 24.

U.N. Universal Declaration of Human Rights, 20th anniversary, 27.

HUNEALT, J. A., *Canadian Vice-President, Brotherhood of Maintenance-of-Way Employees*

Death of, 221.

# I

## IMMIGRATION

Immigration to Canada in 1968, 372.

## INCOME *See also* GUARANTEED INCOME; LABOUR INCOME

GNP (1968) eighth year of expansion, 330.

Incomes policy (a lid on wage-price spiral) won't work—Alan Carmel, Department of Economics, University of Manitoba, 730.

Price and Income Policies in the Current Economic Setting—address, George V. Haythorne, Special Adviser of Prices and Incomes, Department of Consumer and Corporate Affairs, 324.

Social Aid Act (Bill 26) provisions, 451.

# INDEX

## COME SECURITY

*Unemployment and Income Security; Goals for the 1970s, a report of Committee on Unemployment Insurance Objectives* (Upjohn Institute) book review, 643.

## DIAN AFFAIRS AND NORTHERN DEVELOPMENT, DEPARTMENT OF

Equal opportunities for Indians and Eskimos, remarks, Hon. Jean Chrétien, Minister, meeting, Canadian Save the Children Fund, 75.

## DIANS

Currie, Walter, President, Indian-Eskimo Association of Canada, address, Mid-Canada Development Corridor Conference, 646.

Equal opportunities for Indians and Eskimos, remarks, Hon. Jean Chrétien, Minister, meeting, Canadian Save the Children Fund, 75.

New policy for Canada's Indians—outlined in House of Commons by Hon. Jean Chrétien, Minister of Indian Affairs and Northern Development, 513.

## DUSTRIAL ADVISERS

Wage policy discussed at annual meeting of Quebec Industrial Advisers Society, 91.

## DUSTRIAL AND COMMERCIAL ESTABLISHMENTS

Que. Industrial and Commercial Establishments Act: amendments, 740.

Regulations under Act governing women workers, 341.

## DUSTRIAL AND GEOGRAPHIC DISTRIBUTION See LABOUR UNIONS

## DUSTRIAL DEMOCRACY

Thorsrud experiment—effect of industrial democracy on industrial productivity, 589.

## DUSTRIAL DISPUTES

CBC labour dispute—settlement in contract dispute between Association of Radio and Television Employees of Canada and the Canadian Broadcasting Corporation, 318.

CNR and CPR (two disputes)—first UTU contract settlement, 310.

CUPE aids OFL publicity to fight effects of Rand Commission on Labour Disputes, 391.

Lippé, Judge René, appointed mediator, Quebec school dispute, 266.

Ontario Labour-Management Arbitration Commission established—County Court Judge Walter Little, Parry Sound, appointed head, 566.

TUC to police its members and carry out plans for dealing with industrial disputes, 566.

Wilson, Bernard, Assistant Deputy Minister, Canada Department of Labour, address, 27th annual convention, International Mailers' Union, 560.

## DUSTRIAL RELATIONS See also LEGAL DECISIONS

Canadian Industrial Relations Research Institute conference sponsored by University of Montreal—Labour Relations and the Woods Report, sixth annual meeting, 578.

College-affiliated program of labour education and union training—Niagara College of Applied Arts and Technology, Welland, Ont., 222.

Construction Industry Labour Relations Act (Bill 290). QUEBEC: 335.

*Handbook of Employer-Employee Relations in Canada*—A. C. Crysler, CCH Canadian Limited (book review), 446.

*In Place of Strife: A Policy for Industrial Relations*—Mrs. Barbara Castle, Secretary of State for Employment and Productivity. BRITAIN: 268.

Information Retrieval System, Industrial Relations Centre, McGill University, collective agreements coded and stored, 371.

*Judicial Review of Decisions of Labour Relations Boards in Canada*—Jan. K. Wanczycki, Canada Department of Labour (book review), 446.

*Labour and Industrial Relations Research in Canada, Progress Report*—1969 edition, Canada Department of Labour, 442.

Labour Relations Legislation in 1967-68—Part II. CANADA: 16.

Laval University, 24th Industrial Relations Conference—the public and information in labour relations, 458.

Model Construction Industry Labour Relations Act submitted by CCA, 160.

National Tripartite Conference, meeting, Ottawa, CANADA: 714.

N.B. Public Service Labour Relations Act: provisions, 745.

Nfld. Labour Relations Act: amendments, 16.

Task Force on Labour Relations—

Reaction to the Woods Report—by labour and management leaders, 319.

Report, Canadian Industrial Relations, 269.

Task Force on Labour Relations—recommendations, 213, 269.

P.E.I. Industrial Relations Act: amendment, 16.

Problems, pitfalls and potential—views of Stan Little, President, CUPE, on industrial relations and collective bargaining, 590.

Pulp and paper industry—study of industrial relations in Atlantic provinces—Dr. Hem C. Jain, 77.

Que. labour court to administer justice in industrial relations, 601.

Queen's University, seminar, 225

Supreme Court of Canada quashes order of Alberta Board of Industrial Relations certifying bargaining unit whose scope was outside union jurisdiction, 170.

The challenge of the Woods Report—extracts from address delivered at annual Business Conference, University of Western Ontario, by David Kuechle, 570.

Tripartite conference on industrial relations (national) to be held in Ottawa, 443, 564.

University of New Brunswick Industrial Relations Committee receives provincial Government grant, 338.

Wartime Labour Relations Order, P.C. 1003—25th anniversary, 88.

## INDUSTRIAL RESEARCH See RETARDATES



## INDEX

### INDUSTRIAL SAFETY *See* SAFETY

### INDUSTRIAL TRAINING *See* TRAINING

### INDUSTRIAL TRIBUNALS

An alternative to the industrial tribunal—submission by Ontario Division, CMA, to provincial Minister of Labour, 168.

### INFLATION

Inflation, wage behaviour and labour mobility—paper delivered at seminar, Carleton University, by Allan A. Porter, Chief, Wages Research Division, Canada Department of Labour, 219.

Prime Minister Trudeau on the fight against inflation—announces anti-inflationary measures applicable to federal Government's fiscal and monetary policies, 662.

### INFORMATION RETRIEVAL SYSTEM

Collective agreements coded and stored in Information Retrieval System, Industrial Relations Centre, McGill University, 371.

ILO computer system, 711.

### INFORMATION SERVICES

Laval University, 24th Industrial Relations Conference—the public and information in labour relations, 458.

### INJUNCTIONS

B.C. Court of Appeal upholds injunction prohibiting alteration of work conditions while certification pending, 676.

### INSTITUTE OF PUBLIC ADMINISTRATION OF CANADA

Labour-Management study committee—progress report, 75.

### INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOUR OFFICIALS

Mackasey, Hon. Bryce, federal Minister of Labour, addresses joint session of Association and Association of Labour Mediation Agencies, in Banff, Alta., 558.

### INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY

Convention, 56th annual, 587.

Lemay, Gerry, UIC, elected first Vice-President, 588.

### INTERNATIONAL CHEMICAL WORKERS' UNION

Mitchell, Walter L., President, death of, 26.

### INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS

Ninth world congress, 581.

Withdrawal of AFL-CIO announced by President George Meany, 370.

### INTERNATIONAL FEDERATION OF CHRISTIAN TRADE UNIONS

Becomes World Confederation of Labour, 82.

### INTERNATIONAL LABOUR ORGANIZATION

Asian Manpower Plan established at 6th Asian Regional Conference, 83.

Cambodia 119th country admitted to membership, 329.

Chemical Industries Committee, meeting, 461.

50th Anniversary, 25.

### General Conference—

Session, 53rd, 506; Canadian delegation, 509.

ILO in Wartime—Part I, by C. Wilfred Jenks, Principal Deputy Director-General, 277.

Information retrieval system, 711.

Job vacancies—Technical Co-operation Program, South America, 475.

Labour and social conditions in mining, meeting on, 328.

Labour Day message, David A. Morse, Director-General, 614.

Mongolian People's Republic admitted to membership, 329.

*Origin and Evolution of the ILO*—David A. Morse, Director-General, (book review), 446.

Seeks labour advisor for technical co-operation program in Thailand, 223.

Task Force to assist Colombian Government develop comprehensive and integrated employment plan, 711.

The ILO in Wartime—Part II, 326.

Weaver, George L.-P., Assistant to Director-General, appointment, 640.

*Yearbook of Labour Statistics 1968*—world survey of wages, employment, etc., 224.

### INTERNATIONAL LONGSHOREMEN'S ASSOCIATION

New 3-year contract between shippers on the Montreal waterfront, and the ILA, 323.

### INTERNATIONAL MAILERS' UNION *See* MAILERS' UNION, INTERNATIONAL

### INTERNATIONAL NICKEL COMPANY OF CANADA

Pensions of retired employees increased, 502.

### INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA *See* AUTO WORKERS

## J

### JAIN, DR. HEM C.

Study of industrial relations in pulp and paper industry, Atlantic provinces, 77.

### JOB MOBILITY

Job mobility for the disadvantaged. UNITED STATES: 27.

### JOB OPPORTUNITIES

Chrysler Corporation trains unemployed under Job Opportunities in the Business Sector (JOBS) program. UNITED STATES: 502.

Federal and state programs to encourage employment of disadvantaged exempted from Age of Discrimination in Employment Act. UNITED STATES: 710.

### JOB SURVEYS

Job survey shows pay increases—Canada Department of Labour, 148.

JODOIN, CLAUDE, former President, Canadian Labour Congress. Scholarships (Claude Jodoin) for Labour College, Montreal, presented to first winners, 442.

# K

KUECHLE, DAVID, *University of Western Ontario*

The Challenge of the Woods Report—extracts from address delivered at annual Business Conference, University of Western Ontario, 570.

# L

LABOR, DEPARTMENT OF (UNITED STATES)

Educational level of women rising, report, Women's Bureau, 11.

Establishes Children's Day Care Centre in Washington, 311.

Scientists and engineers—employment survey—Department of Labor and National Science Foundation. UNITED STATES: 521.

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

Fosco, Peter, President, appointment, 149.

LABOUR ACTION *See* ALLIANCE FOR LABOUR ACTION

LABOUR AND MANPOWER, DEPARTMENT OF (QUEBEC)

New name, Department of Labour, 224.

LABOUR CONDITIONS

Agreement under Canada Labour (Safety) Code providing industrial safety protection, signed by Bryce Mackasey, federal Minister of Labour, 639.

LABOUR COSTS

Survey of labour costs in manufacturing—DBS and Canada Department of Labour, 659.

LABOUR COURTS

Geoffrey, Jean-Paul, Chief Justice, Quebec Labour Court, appointment, 639.

Que. labour court to administer justice in industrial relations, 601.

Quimper, Donat, Assistant Chief Justice, Quebec Labour Court, appointment, 639.

LABOUR DAY

Labour Day message, David A. Morse, Director-General, ILO, 614.

Labour Day messages of labour leaders, 499.

Mackasey, Hon. Bryce, federal Minister of Labour, Labour Day message, 498.

LABOUR, DEPARTMENT OF (CANADA)

Appointments—

Cohen, Phillip, Assistant Director, Program Support Research, Economics and Research Branch, 567.

Dandenault, Egide, Editor, *La Gazette du Travail*, 563.

Dubuc, Marcel, Chief, Information Division, Public Relations and Information Services, 562.

Haythorne, Dr. George V., Deputy Minister, appointed to Department of Consumer and Corporate Affairs, 5.

Love, J. Douglas, Deputy Minister, 5.

Portugal, Alan, Assistant Director, Statistical Development, Economics and Research Branch, 567.

Sharpe, Lloyd, industry specialist, Economics and Research Branch, 641.

Whitridge, James, Chief Librarian, 222.

Franklin, A. A., President, Manitoba Federation of Labour (CLC), appointed Conciliation Officer, Canada Department of Labour (Vancouver), 442.

Loretsen, Miss Edith, Director, Legislation Branch, retirement, 371.

New corporate symbol reflects philosophy and objectives, 559.

Program Support Research—new area directed by Phillip Cohen, Assistant Director, Economics and Research Branch, 567.

Statistical Development, new area directed by Alan Portugal, Assistant Director, Economics and Research Branch, 567.

Survey of labour costs in manufacturing—DBS and Canada Department of Labour, 659.

Wilson, Gordon W., Chief Librarian, retirement, 146.

LABOUR, DEPARTMENT OF (MANITOBA)

Paulley, A. R., Minister, appointment, 566.

LABOUR, DEPARTMENT OF (NEWFOUNDLAND)

Re-named Department of Manpower and Industrial Relations, 27.

LABOUR, DEPARTMENT OF (NOVA SCOTIA)

Dobson, Mrs. Jean, Director of Economics and Research, appointment, 223.

*Older Workers in the Nova Scotia Economy*—provincial Department of Labour, 233.

LABOUR, DEPARTMENT OF (QUEBEC)

Department of Labour and Manpower—new name, 224.

LABOUR EDUCATION

College-affiliated program of labour education and union training—Niagara College of Applied Arts and Technology, Welland, Ont., 222.

LABOUR FORCE

*Educational Attainment in Canada: Some Regional and Social Aspects*—DBS study of educational attainment in labour force, 74.

Elementary education required by 90 per cent of Canadians entering labour force—projections based on study of years 1961-1970, 520.

*Facts and Figures: Women in the Labour Force*—Women's Bureau, Canada Department of Labour, 467.

*Qualified manpower in Ontario: 1961-1986 Vol. I: Determination and Projection of Basic Stocks*—Cicely Watson and Joseph Butorac, 101.

*Trends in Job Families and Educational Achievement of the Ontario Labour Force*—Ontario Department of Treasury and Economics, 520.

LABOUR GAZETTE

Hooper, Ronald H., former editor, death of, 221.

Readership survey, 76.



## INDEX

### LABOUR LAWS AND REGULATIONS *See also* LABOUR STANDARDS; SOCIAL ASSISTANCE

Alta. Labour Act: amendments, 85.

Bill 88, an Act re-naming the Department of Labour to Department of Manpower and Industrial Relations. NEWFOUNDLAND: 27.

Canada Assistance Plan—provisions, 78.

Cape Breton Development Corporation Hours of Work Extension Order exempts employees other than office, from Part I (Hours of Work) Canada Labour (Standards) Code, 598.

Current Reports on labour legislation, 1969 series. CANADA: 341.

Industrial safety and workmen's compensation legislation, 1967-68. CANADA: 84.

Labour legislation in 1968-69—Part I: Labour Standards, 736.

Lorentsen, Miss Edith, Director, Legislation Branch, Canada Department of Labour, retirement, 371.

Ont. Employment Standards Act: regulations, 108.

Social Aid Act (Bill 26) provisions, 451.

### LABOUR-MANAGEMENT CO-OPERATION

Joint labour-management research urged by William Mahoney, Canadian Director, United Steelworkers of America, 222.

### LABOUR-MANAGEMENT-GOVERNMENT

Tripartite conference (national) to be held in Ottawa, 443.

### LABOUR-MANAGEMENT RELATIONS

Consultation, automation and leisure—conference, in Saskatoon, of employer and employee representatives of the printing industry—address, Prof. H. W. Roberts, University of Alberta, 178.

*Construction Labour Relations*—intensive study by H. Carl Goldenberg, Q.C., and Prof. John Crispo, commissioned by CCA, 160.

"Facing the Crisis in Collective Bargaining"—McGregor's X & Y theories of leadership strategy—paper prepared by Arthur A. Thompson, University of Alabama and Irwin Weinstock, Virginia Polytechnic Institute, 92.

Labour-management study committee—progress report, Institute of Public Administration of Canada, 75.

New services for labour-management—"new look" of Department's programs described by Hon. Bryce Mackasey, Minister of Labour, 72.

Ont. Labour-Management Arbitration Commission established, 17.

"Participation" new labour-management word in Europe, 150.

### LABOUR MEDIATION AGENCIES, ASSOCIATION OF *See* ASSOCIATION OF LABOUR MEDIATION AGENCIES

### LABOUR MOBILITY

Inflation, wage behaviour and labour mobility—paper delivered at seminar, Carleton University, by Allan A. Porter, Chief, Wages Research Division, Canada Department of Labour, 219.

### LABOUR ORGANIZATION

CUPE seeking to promote organization of all Ontario public employees, 6.

### LABOUR RELATIONS *See* INDUSTRIAL RELATIONS

### LABOUR SAFETY COUNCIL (ONTARIO)

Brief presented by major union organizations and the Construction Safety Association of Ontario, 312.

### LABOUR STANDARDS *See also* EMPLOYMENT STANDARDS

Labour legislation in 1968-69—Part I: Labour Standards, 736.

Legislation in 1967-68, CANADA: 19.

Legislative recommendations for working women. UNITED STATES: 36.

N.W.T. Labour Standards Ordinance: enactment, 19; regulations, 739; vacation regulations, 741.

Ont. Employment Standards Act: regulations, 108, 736.

Order in Council (No. 1399) establishing regulations on labour standards to be observed in Quebec government construction contracts and subcontracts, 110.

Sask. Labour Standards Act: provisions, 736.

Yukon Territory Labour Standards Ordinance: enactment, 19.

### LABOUR TURNOVER

Keeping the adult trainee on the job—study compares labour turnover of middle-aged trainees with that of young people. BRITAIN: 670.

### LABOUR UNIONS *See also* LEGAL DECISIONS; VARIOUS PROVINCIAL LABOUR FEDERATIONS

"Alliance for Labor Action"—established by UAW and Teamsters to promote social action, 638.

AFL-CIO—J. L. Kirkland elected Secretary-Treasurer, 443.

Canadian Union of Public Employees—biennial convention, 734.

CBRT rejects merger with BRSC, 502.

College-affiliated program of labour education and union training—Niagara College of Applied Arts and Technology, Welland, Ont., 222.

CNTU, 43rd convention, 93.

European Confederation of Free Trade Unions formed by union of six ECM countries, 443.

Freer role granted to Canadian members, International Brotherhood of Pulp, Sulphite and Paper Mill Workers—report of Canadian Identity Committee, 26.

Higher postal rates and elimination of second-class mailing privileges, kill union papers. CANADA: 372.

*In Place of strife: A Policy for Industrial Relations*—Mrs. Barbara Castle, Secretary of State for Employment and Productivity: BRITAIN: 268.

Industrial and geographic distribution, union membership in Canada (1968), 163.

ICFTU, ninth world congress, 581.

International Federation of Christian Trade Unions becomes World Confederation of Labour, 82.

Labour leader and civil rights crusader, A. Philip Randolph, birthday celebration, 266.

## INDEX

Membership: BRITAIN: 177.  
 Membership (1968). CANADA: 710.  
 National policy conference, United Steelworkers of America, in Montreal, 376.  
 Need for sophistication and efficiency—convention address, Stanley Little, President, Canadian Union of Public Employees, 391.  
 Public employees have to join unions—U.S. Federal District Courts of Appeals, 567.  
 Right of Ontario employees to organize urged by David Archer, President, OFL, in address to Ontario Division, CUPE, 370.  
 Sask. Trade Union Act: provisions, 16; amendments, 372.  
 The birth of the UTU—four operating railway unions merge to form the 280,000-member United Transportation Union, 152.  
 United Government Workers of Ontario becomes Local 3000 of CUPE, 6.  
 World Confederation of Labour—new name of IFCTU, 82.

### UNIVERSITY

24th Industrial Relations Conference—the public and information in labour relations, 458.

### LEGAL DECISIONS

Appellate Division of Alberta Supreme Court holds that requisition of safety inspector was not a direction or regulation of Alta. Workmen's Compensation Board, 238.  
 B.C. Court of Appeal upholds injunction prohibiting alteration of work conditions while certification pending, 676.  
 B.C. Court of Appeal has set aside arbitration award because there was no evidence supporting an essential finding of fact made by arbitration board, 596.  
 Ont. Court of Appeal rules arbitration board expressed power to vary penalty of discharge, 676.  
 Ont. Court of Appeal rules continuance of employment not sufficient consideration for entering restrictive covenant, 397.  
 Ont. High Court declares invalid merger agreement between International Union of Mine, Mill and Smelter Workers and United Steelworkers of America, 29.  
 Public employees have to join unions—U.S. Federal District Courts of Appeals, 567.  
 Supreme Court of Canada decides arbitration board had no power to extend time for notice to arbitrate, 237.  
 Supreme Court of Canada quashes order of Alberta Board of Industrial Relations certifying bargaining unit whose scope was outside union jurisdiction, 170.  
 Supreme Court of Canada rules arbitration board had no authority under collective agreement to alter disciplinary decision by management, 172.  
 Supreme Court of Canada rules arbitration board to proceed when appointment of chairman is untimely, 527.  
 Supreme Court of Canada rules valid decision made in inter-union process by vice-chairman of Quebec Labour Relations Board in absence of consultation with other members, 106.

LEGISLATION *See* HUMAN RIGHTS; LABOUR LAWS AND REGULATIONS

### LEISURE

Consultation, automation and leisure—conference, in Saskatoon, of employer and employee representatives of the printing industry—address, Prof. H. W. Roberts, University of Alberta, 178.

LEMAY, GERRY, *Unemployment Insurance Commission*  
 Elected first Vice-President, IAPES, 588.

LEWIS, JOHN L., *United Mine Workers of America*  
 Death of former president and mentor, 504.

### LIBRARIES

Publications Received in the Canada Department of Labour Library (monthly feature).  
 Wilson, Gordon W., Chief Librarian, Canada Department of Labour, retirement, 146.

LIPPÉ, RENÉ, JUDGE

Appointed mediator, Québec school dispute, 266.

### LIQUOR BOARDS

Québec Liquor Board strike terminated, 161; correction, 639.

LITHOGRAPHERS AND PHOTOENGRAVERS INTERNATIONAL UNION  
 "Round Table" conferences between LPIU and the Printing Industries of America (PIA), 35.

### LOGGERS

Que. Vacations with Pay Order revised, 741.

### LOGOTYPE

New corporate symbol of Canada Department of Labour, reflects philosophy and objectives, 559.

### LONGSHOREMEN

New 3-year contract between shippers on the Montreal waterfront and the International Longshoremen's Association, 323.  
 New York longshoremen and 56-day strike, 312.

LOVE, J. DOUGLAS, *Deputy Minister, Canada Department of Labour*  
 Appointment, 5.

## M

MCCURDY, GEORGE, *Human Rights Administrator, Canada Department of Labour*

On findings of advisory committee on employment in an Ontario city, 664.

Rotary Club of Ottawa, address, 15.

USWA staff representatives, Sudbury, Ont., address (summary) given at testimonial dinner, 462.

MCDERMOTT, DENNIS, *Canadian Director, United Auto Workers*

Address, Personnel Association of Toronto, 378.



## INDEX

MACDONALD, DONALD, *President, Canadian Labour Congress*  
 Labour Day message, 499.  
 New Year message, 3.  
 On CLC's reaction to the Woods Report (Task Force on Labour Relations), 319.  
 Vice-President, ICFTU, election, 581.

MACEACHEN, HON. ALLAN J., *Minister of Manpower and Immigration*  
 Announces amendment to Manpower Mobility regulations, 567.  
 CLC brief, reply, 216.

MCGREGOR, DOUGLAS  
 X & Y theory *re* management, 92.

MACHINISTS AND AEROSPACE WORKERS, INTERNATIONAL ASSOCIATION OF  
 Smith, Floyd Emery, President, appointment, 641.

MACKASEY, HON. BRYCE, *federal Minister of Labour*  
 Association of Labour Mediation Agencies and International Association of Governmental Labour Officials, address, Banff, Alta., 558.  
 Canada Labour (Safety) Code providing industrial safety protection, signs agreement, 639.  
 Canadian conference on human rights legislation, address, 726.  
 CLC brief, reply, 216.  
 Canadian Railway Labour Executives' Association brief, reply, 218.  
 CNTU brief, reply, 322.  
 Describes "new look" of Department's programs at presentation of estimates in House of Commons, 72.  
 Federal and provincial labour ministers' meeting—discussion and conclusions and recommendations of Prime Minister's Task Force on Labour Relations, 660.  
 Labour Day message, 498.  
 National Tripartite Conference on Industrial Relations, 443; remarks, 714.  
 New Year message, 2.

Personnel Managers' Association of Toronto, address on technological change and productivity, 24.  
 Stamp commemorating ILO's 50th Anniversary, presentation ceremony, 461.

TAB program to assist auto workers affected by Canada-United States Automotive Agreement, announces extension of, 146.

Working party to examine hours-of-work provisions of Canada Labour (Standards) Code, announces appointment of, 501.

MCLAUGHLIN, LEONARD, *President, Seafarers' International Union of Canada*  
 Re-election, 224.

MAHONEY, WILLIAM, *National Director, United Steelworkers of America*  
 Report to National Policy Conference of Canadian steelworkers (USWA), Montreal, 376.

Urges labour-management research, 222.

MAILERS' UNION, INTERNATIONAL

Wilson, Bernard, Assistant Deputy Minister, Canada Department of Labour, address to 27th annual convention, 560.

MAINTENANCE OF WAY EMPLOYEES, BROTHERHOOD OF  
 Huneault, J. A., Canadian Vice-President, death of, 221.

MALE NURSES

Membership in Association of Nurses of the Province of Québec, 74.

MANAGEMENT ASSOCIATIONS

Unite to form Québec Management Council (Conseil du Patronat du Québec), 312.

MANAGEMENT DEVELOPMENT

Management development program sponsored by Sir George Williams University, 2nd annual, 223.

MANITOBA FEDERATION OF LABOUR

Convention, 582.

Franklin, A. A., President, appointed Conciliation Officer, Canada Department of Labour (Vancouver), 442.

MANPOWER *See also* LABOUR FORCE

Asian Manpower Plan established, 6th Asian Regional Conference of ILO, 83.

Human Resources Development Institute—Government labour project to develop manpower programs for "hard core" unemployed, 27.

Labour and Manpower, Department of, new name for Quebec Department of Labour, 224.

*Qualified manpower in Ontario: 1961-86 Vol. 1: Determination and Projection of Basic Stocks*—Cicely Watson and Joseph Butorac, 101.

Que. Manpower Vocational Training and Qualification Act: provisions, 745.

Scientists and engineers—employment survey—Department of Labor and National Science Foundation. UNITED STATES: 521.

MANPOWER AND IMMIGRATION, DEPARTMENT OF

Study—Why Canadian Professionals go to the United States, 755.

MANPOWER AND INDUSTRIAL RELATIONS, DEPARTMENT OF (NEWFOUNDLAND)

Bill 88, changes name from Department of Labour, 27.

MANPOWER DEVELOPMENT

Job mobility for the disadvantaged, UNITED STATES: 27.

MANPOWER MOBILITY PROGRAM (CANADA)

Increase in benefits, 370.

Regulations amendment, 567.

MANPOWER UTILIZATION

Fitting new limbs for rehabilitation. CANADA: 468.

International seminar on present rehabilitation programs in compensation, Toronto, 339.

# MANUFACTURING

- Supplemental pay during 1967—summary report of federal Employer Labour Costs Survey. CANADA: 372.
- Survey of labour costs—DBS and Canada Department of Labour, 659.

# MARRIED WOMEN *See* WOMEN WORKERS

# MATERNITY LEAVE

- Maternity Leave Policies: A Survey*—Women's Bureau, Canada Department of Labour, 466.

# MATERNITY PROTECTION

- Provincial labour standards legislation (1967-68), 23.

# MCGILL UNIVERSITY

- Collective agreements coded and stored in Information Retrieval System, Industrial Relations Centre, 371.
- "The Montreal Harbour—Ten Years Hence"—1-day seminar of labour, management and government representatives; paper presented by Prof. Paul T. Hartman, University of Illinois, 207.

# MEDIATION

- B.C. Mediation Act: provisions, 17.
- B.C. Mediation Commission Act—Bill 33—views, B.C. Federation of Labour, 8.
- Canada Department of Labour, new mediation service described by Hon. Bryce Mackasey, Minister of Labour, 72

# MEDICAL CARE

- Ontario enters federal medical care insurance plan, 501.
- OHSIP, provisions, 567.
- Provincial plans—Newfoundland, Nova Scotia, Saskatchewan, Manitoba and British Columbia, 382.

# MEDICAL PROFESSION

- CUPE condemns doctors for increase in fees, 148.

# MENTALLY RETARDED PERSONS *See* RETARDATES

# MERGERS

- "Alliance for Labor Action"—established by UAW and Teamsters to promote social action, 638.
- CBRT rejects merger with BRSC, 502.
- Ont. High Court declares invalid merger agreement between International Union of Mine, Mill and Smelter Workers and United Steelworkers of America, 29.
- The birth of the UTU—four operating railway unions merge to form the 280,000-member United Transportation Union, 152.

# MINE, MILL AND SMELTER WORKERS, INTERNATIONAL UNION OF

- Ont. High Court declares invalid merger agreement between union and United Steelworkers of America, 29.
- Lewis, John L., former president and mentor, death of, 504.

# MINIMUM AGE FOR EMPLOYMENT

- Que. Industrial and Commercial Establishments Act—minimum age raised to 16 years, 743.

# MINIMUM WAGE *See also* GUARANTEED WAGE; REST PERIODS

- General industry rate increased, ONTARIO: 27.
- Legislative recommendations for working women, UNITED STATES: 36.
- N.B. Minimum Wage Act: amendments, 737.
- Nfld. Minimum Wage Act: amendments, 737.
- N.S. general minimum wage order revised, 598.
- N.S. Minimum Wage Act: amendments, 738.
- Ont. Employment Standards Act: enactment, 27; regulations, 108.
- P.E.I. Minimum Wage Act: amendments, 737, 738.
- Provincial labour standards legislation 1967-68 in various provinces, 20.
- Que. Minimum Wage Act: General Ordinance No. 4, 737.
- Que. Minimum Wage Ordinances reissued—shoe industry, forest operations, and municipal corporations and school boards, 599.
- Sask. Minimum Wage Act: provisions, 739; amendments, 737.

# MINING

- Collective labour agreements in mining industries— study published by Canada Department of Labour, 390.
- ILO meeting on labour and social conditions in mining, 328.

# MOBILITY *See* LABOUR MOBILITY

# MONGOLIAN PEOPLE'S REPUBLIC

- 118th country admitted to membership in ILO, 329.

# MONTAGUE, PROF. J. TAIT, *York University*

- Appointment, 445.

# MONTREAL HARBOUR *See* PORT OF MONTREAL

# MORRIS, JOSEPH, *Executive Vice-President, Canadian Labour Congress*

- Address, Biennial Conference on Safety and Health, 723.

# MORSE, DAVID A., *Director-General, International Labour Organization*

- Labour Day message, 614.

# MUNRO, HON. JOHN, *Minister of Health and Welfare*

- CLC brief, reply, 216.

## N

# NATIONAL TRIPARTITE CONFERENCE ON INDUSTRIAL RELATIONS

- Keynote speakers, 564.
- Meeting, Ottawa, CANADA: 714.

# NAVIGATORS *See* CANADIAN AIRLINE NAVIGATORS' ASSOCIATION

# NEEDY MOTHERS *See* SOCIAL ASSISTANCE

# NEGROES

- McCurdy, George F., Human Rights Administrator, Canada Department of Labour, address on discrimination, Rotary Club of Ottawa, 15.



## INDEX

Negro unemployment shows sharp decline. UNITED STATES: 244.

### NEW BRUNSWICK FEDERATION OF LABOUR

Brief, provincial Cabinet, 385.  
Convention, 583.

### NEW YEAR MESSAGES

Labour leaders, 3, 4.  
Mackasey, Hon. Bryce, federal Minister of Labour, 2.

### NEWFOUNDLAND FEDERATION OF LABOUR

Conventions, 11, 586.

### NIGHT WORK

Legislative recommendations for working women. UNITED STATES: 36.  
Que. Industrial and Commercial Establishments Act: amendments, 740; night work for women in Quebec permitted under Act, 150.

### NO-STRIKE CLAUSES *See* STRIKES AND LOCKOUTS

### NOVA SCOTIA FEDERATION OF LABOUR

Convention, 10.

### NURSES *See also* MALE NURSES

Collective bargaining legislation in 1967-68—New Brunswick, 18.  
Collective bargaining principle approved. NOVA SCOTIA: 444.  
Wage increases, St. Joseph's Hospital, Guelph, Ont., 641.

## O

### OBITUARIES

Barclay, Robert G., former director, Unemployment Insurance Commission, 151.  
Barnes, William H., Director of Labour Relations, Ontario Hydro, 445.  
Cochrane, Donald T., Chief Conciliation Officer, Atlantic Region, Canada Department of Labour, 445.  
Hannigan, John, former vice-president, Alberta Federation of Labour, 115.  
Hartley, Fred A., co-author, Taft-Hartley Act (United States), 445.  
Hooper, Ronald H., former Editor, Labour Gazette, 221.  
Huneault, J. A., Canadian Vice-President, Brotherhood of Maintenance of Way Employees, 221.  
Lewis, John L., former president and mentor, death of, 504.  
Mitchell, Walter L., President, International Chemical Workers' Union, 26.  
Rand, Mr. Justice Ivan C., 151.  
Tremblay, Gerard, International Vice-President, Quebec and Atlantic Coast region, International Longshoremen's Association, 151.

O'DEA, JOHN, *President, Canadian Manufacturers Association*  
Address, 98th annual general meeting, 457.

### OLD AGE ASSISTANCE

Canada Assistance Plan, provisions, 78.

### OLDER WORKERS

Federal and state programs to encourage employment of disadvantaged, exempt from Age of Discrimination in Employment Act. UNITED STATES: 710.  
*Older Workers in the Nova Scotia Economy*—provincial Department of Labour, 233.  
Placements by Employment Service offices in 1967. UNITED STATES: 90.  
*Rehabilitating the Older Disabled Worker*, Vol. II, study, Federation Employment and Guidance Service, New York City, 177.  
Retraining older workers for upgraded jobs. CANADA: 469.  
*The Vocational Adjustment of the Older Disabled Worker*. UNITED STATES: 37.

### OMBUDSMAN

Provincial labour standards legislation (1967-68), 24.  
Que. Ombudsman Act: enactment, 743.

### ONTARIO EMPLOYMENT STANDARDS ACT

Regulations, 736, 739.

### ONTARIO FEDERATION OF LABOUR

Baetz, Reuben C., Executive Director, Canadian Welfare Council, address at OFL Education Conference, 275.  
Brief, provincial Cabinet, 384.  
CUPE aids Federation drive to fight effects of Rand Commission on Labour Disputes, 391.  
Convention, annual, 6; remarks of David B. Archer, 6, 7, of CLC representative William Dodge, 7.  
Right of Ontario employees to organize urged by David Archer, President, OFL, in address to Ontario Division, CUPE, 370.  
Workmen's Compensation seminar, 13th annual, 669.

### ONTARIO HEALTH SERVICES INSURANCE PLAN

Provisions, 567.

### ONTARIO HUMAN RIGHTS CODE *See* HUMAN RIGHTS

### ONTARIO HUMAN RIGHTS COMMISSION

Decisive action urged by Daniel Hill, Director, 149.

### ONTARIO HYDRO

Barnes, William H., Director of Labour Relations, death of, 445.  
Strike settlement—agreement between union and Ontario Hydro, 266.

### ONTARIO HYDRO EMPLOYEES' UNION

Strike settlement—agreement between union and Ontario Hydro, 266.

### ONTARIO LABOUR-MANAGEMENT ARBITRATION COMMISSION

Establishment—County Court Judge Walter Little, Parry Sound, appointed head, 566.

### OPERATING RAILWAY EMPLOYEES *See* RAILWAY EMPLOYEES

### ORDERS IN COUNCIL

P.C. 1003—Wartime Labour Relations Order—25th anniversary, 88.

ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT

Publications—  
Part-time Employment: Its Extent and Its Problems, 671.

OSTRY, SYLVIA, DR., *Economic Council of Canada*  
Appointment as a director, 502.

OVERTIME

Ont. Employment Standards Act: regulations, 108.

P

PART-TIME EMPLOYMENT

Part-time Employment: Its Extent and Its Problems—  
OECD, 671.

The Disadvantages of Working Part-time, study, Women's  
Bureau, Canada Department of Labour, 386, 502.

AULLEY, A. R., *Manitoba Minister of Labour*  
Appointment, 566.

PAY GUARANTEES See COLLECTIVE LABOUR AGREEMENTS

PENSIONS

International Nickel Company of Canada increases pen-  
sions of retired employees, 502.

LO demands partial pension reform for unemployed. SWEDEN: 372.

Minimum pensions for workers disabled in occupational  
accidents, increased. ONTARIO: 444.

Multiple disability veterans—raise in pension sought by  
War Amputations Association in brief to Commons  
Veterans affairs committee. CANADA: 711.

"Pensioners Concerned"—Toronto-based group devoted to  
welfare of pensioners, 666.

*The Vocational Adjustment of the Older Disabled Worker.*  
UNITED STATES: 37.

EPIN, HON. JEAN-LUC, *Minister of Industry and of Trade*  
*and Commerce*

Economic forecast and year-end report, 162.

EPIN, MARCEL, *President, Confederation of National Trade*  
*Unions*

Convention report, 93.

Labour Day message, 500.

New Year message, 4.

On strike of Quebec Liquor Board employees, 161, 639.

PERSONNEL ASSOCIATION OF TORONTO

Conference, 378.

PERSONNEL-MANAGEMENT See LABOUR-MANAGEMENT

PERSONNEL MANAGERS' ASSOCIATION OF TORONTO

Mackasey, Hon. Bryce, federal Minister of Labour, ad-  
dresses Personnel Association of Toronto, 25.

PHASE-OUT See COLLECTIVE LABOUR AGREEMENTS

PLACEMENTS

Experience over education stressed by employers—report  
of Technical Service Council, non-profit Toronto place-  
ment service, 225.

Placement of older workers by Employment Service offices  
in 1967. UNITED STATES: 90.

POLICE

Act respecting Quebec Police Force, 18.

Collective bargaining legislation in 1967-68—Ontario, Que-  
bec, 18.

Ont. Police Act: amendments, 18.

PORT OF MONTREAL

"The Montreal Harbour—Ten Years Hence"—1-day semi-  
nar of labour, management and government representa-  
tives; paper presented by Prof. Paul T. Hartman, Uni-  
versity of Illinois, 207.

PORTER, ALLAN A., *Economics and Research Branch, Canada*  
*Department of Labour*

Inflation, wage behaviour and labour mobility—paper de-  
livered at seminar, Carleton University, 219.

POVERTY

CBC employees living below poverty line—ARTEC brief  
to federal conciliation board, 233.

Economic Council of Canada, sixth annual review, 653.

Seven-pronged attack on poverty—address, President Nixon.  
UNITED STATES: 729.

PREMIUM PAY

Legislative recommendations for working women. UNITED  
STATES: 36.

(THE) PRESS

Reaction to the Woods Report (Prime Minister's Task  
Force on Labour Relations), 321.

PRICE CONTROL

CMA views, 147.

PRICE INCREASES

*Policies for Price Stability*—federal Government's white  
paper proposes establishment of Prices and Incomes  
Commission. CANADA: 154.

PRICE INDEXES

New 1961 base, 223.

PRICES

CNTU, views, 317.

Price and Income Policies in the Current Economic Setting  
—address, George V. Haythorne, Special Adviser on  
Prices and Incomes, Department of Consumer and Cor-  
porate Affairs, 324.

Price Indexes: Canada, United States and Britain (monthly  
feature).

Putting a Lid on the Wage-Price Spiral—W. Elliott Wilson,  
Chairman, Manitoba Workmen's Compensation Board,  
514.

Statistics: "F-Prices" (monthly feature).



## INDEX

### PRICES AND INCOMES COMMISSION

#### Appointments—

Gerin-Lajoie, Paul, Vice-Chairman, 501; Haythorne, George V., Commissioner, 501; Freeman, George E., Commissioner, 501.

Young, Dr. John H., Chairman, appointment, 442.

### PRIME MINISTER'S TASK FORCE ON LABOUR RELATIONS *See* TASK FORCE ON LABOUR RELATIONS

### PRINCE EDWARD ISLAND

Economic and social patterns revolutionized by human and natural resources development, 651.

### PRINCE EDWARD ISLAND FEDERATION OF LABOUR Convention, 11.

### PRINTING INDUSTRIES OF AMERICA

PIU and Lithographers and Photoengravers International Union, 35.

### PRINTING INDUSTRY

Consultation, automation and leisure—conference in Saskatoon, of employer and employee representatives of the printing industry—address, Prof. H. W. Roberts, University of Alberta, 178.

### PRODUCTIVITY

*The Fawley Productivity Agreements*—study on collective bargaining, Allan Flanders, University of Oxford, 149.

Thorsrud experiment—effect of industrial democracy on industrial productivity, 589.

### PROFIT SHARING

"Participation" new labour-management word in Europe, 150.

### PUBLIC ADMINISTRATION *See* INSTITUTE OF PUBLIC ADMINISTRATION OF CANADA

### PUBLIC EMPLOYEES

Neutral third-party resolution of labour-management deadlocks recommended. UNITED STATES: 13.

Public employees must join unions—U.S. Federal District Courts of Appeals, 567.

Strikes in the Public Sector—growing militancy among public employees; two unions drop no-strike clause in constitutions. UNITED STATES: 12.

### PUBLIC SERVICE

Accidents in 1968. CANADA: 148.

Alta. Public Service Act: provisions, 17.

Alberta, British Columbia, and Ontario—collective bargaining legislation in 1967-68, 17.

B.C. Federation of Labour, views on collective bargaining, 8.

B.C. Mediation Act: provisions, 17.

Drury, Hon. C. M., President, Treasury Board, address, collective bargaining in the Public Service of Canada, 99.

Little, Judge Walter, County Court of Parry Sound, report, *Collective Bargaining in the Ontario Government Service*, 522.

N.B. Public Service Labour Relations Act: provisions, 745.

Replace right to strike (public employees) with arbitration—John O'Dea, President, CMA, 25.

Sixteen collective agreements covering eight occupational groups, signed—Public Service Alliance of Canada bargaining agent, 371.

United Government Workers of Ontario becomes Local 3000 of CUPE, 6.

### PUBLIC SERVICE ALLIANCE OF CANADA

Bargaining agent for eight occupational groups in Public Service, 371.

### PUBLIC WELFARE *See* SOCIAL ASSISTANCE

### PUBLICATIONS

Higher postal rates and elimination of second-class mailing privileges, kill union papers. CANADA: 372.

*Collective Bargaining in the Ontario Government Service*, Judge Walter Little, County Court of Parry Sound, 522.

Current Reports on labour legislation, 1969 series. CANADA: 341.

*Facts and Figures: Women in the Labour Force*—Women's Bureau, Canada Department of Labour, 467.

*(The) Fawley Productivity Agreements*, 149.

*Final Report on Activities 1961-1966*—World Commission on Vocational Rehabilitation, 525.

*Fringe Benefit Costs in Canada 1967*, 26.

*Fuller Employment with Less Inflation* (Siegel): book review, 642.

*Guidelines for the Employment of the Culturally Disadvantaged* (Fine): book review, 643.

*Handbook of Employer-Employee Relations in Canada*—A. C. Crysler, CCH Canadian Limited (book review) 446.

*ILO Yearbook of Labour Statistics 1968*—survey of wages employment, etc., 224.

*Judicial Review of Decisions of Labour Relations Boards in Canada*—Canada Department of Labour (book review), 446.

*Labour and Industrial Relations Research in Canada, Progress Report*—1969 edition, Canada Department of Labour, 442.

*Maternity Leave Policies: A Survey*—Women's Bureau Canada Department of Labour, 466.

*National Emergency Strikes*, Donald E. Cullen, NY State School of Industrial and Labour Relations, 337.

*Origin and Evolution of the ILO*—David A. Morse, Director-General, ILO (book review), 446.

*Part-time Employment: Its Extent and Its Problems*—OECD, 671.

*(The) Plot to Make You Buy*—John Fisher, 448.

Publications Received in the Canada Department of Labour Library (monthly feature)

Rehabilitating the Older Disabled Worker. UNITED STATES 177.

*(The) Role of Unemployment Insurance Under Guaranteed Minimum Income Plans* (Murray) book review, 642.

## INDEX

- Sheltered Employment of the Disabled—An International Survey—World Commission on Vocational Rehabilitation, 525.
- Technological Redundancy in a Small Isolated Society—McGill University (book review), 446.
- Toward Greater Industry and Government Involvement in Manpower Development, U.S. Institute for Employment Research, 27.
- Trends in Job Families and Educational Achievement of the Ontario Labour Force—Ontario Department of Treasury and Economics, 520.
- Unemployment and Income Security; Goals for the 1970s, a report of the Committee on Unemployment Insurance Objectives (Upjohn Institute) book review, 643.
- (The) Vocational Adjustment of the Older Disabled Worker. UNITED STATES: 37.
- Workmen's Compensation in Canada, 1967—Canada Department of Labour, 502.

### PULP AND PAPER INDUSTRY

- Study of industrial relations in pulp and paper industry, Atlantic provinces—Dr. Hem C. Jain, 77.

### PULP, SULPHITE AND PAPER MILL WORKERS, INTERNATIONAL BROTHERHOOD OF

- Freer role granted to Canadian members—report of Canadian Identity Committee, 26.

## Q

### QUALIFIED MANPOWER *See* EDUCATION

### QUEBEC INDUSTRIAL ADVISERS SOCIETY *See* INDUSTRIAL ADVISERS

### QUEBEC LABOUR COURT *See* LABOUR COURTS

### QUEBEC LABOUR RELATIONS BOARD

- Supreme Court of Canada rules valid decision made in inter-union process by vice-chairman of Quebec Labour Relations Board in absence of consultation with other members, 106.

### QUEBEC LIQUOR BOARD *See* LIQUOR BOARDS

### QUEEN'S UNIVERSITY

- Seminar on industrial relations, 225.

## R

### RADIO AND TELEVISION EMPLOYEES OF CANADA, ASSOCIATION OF

- CBC employees living below poverty line—brief to federal conciliation board, 233.
- CBC labour dispute—settlement in contract dispute between union and the Canadian Broadcasting Corporation, 318.

### RAILROADS *See also* COLLECTIVE LABOUR AGREEMENTS

- CMA talks about railroads, 456.

### RAILWAY, AIRLINE AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES (AFL-CIO/CLC) BROTHERHOOD OF

- CBRT rejects merger, 502.

### RAILWAY EMPLOYEES

- The birth of the UTU—four operating railway unions merge to form the 280,000-member United Transportation Union, 152.

### RAILWAY OFFICE OF ARBITRATION *See* CANADIAN RAILWAY OFFICE OF ARBITRATION

### RAILWAY, TRANSPORT AND GENERAL WORKERS, CANADIAN BROTHERHOOD OF

- Merger with Brotherhood of Railway, Airline and Steamship Clerks, rejected, 502.

### RAND COMMISSION ON LABOUR DISPUTES

- CUPE aids OFL publicity drive, 391.

### RAND, MR. JUSTICE IVAN C.

- Death of, 151.

### RANDOLPH, A. PHILIP

- Labour leader and civil rights crusader, birthday celebration, 266.

### READERSHIP SURVEY *See* SURVEYS

### REHABILITATION

- Fitting new limbs for rehabilitation. CANADA: 468.
- Future requirements for rehabilitation of handicapped and disadvantaged persons in the Atlantic Provinces—conference, Memorial University, St. John's Nfld., 38.
- International seminar on present rehabilitation programs in compensation held in Toronto, 339.
- OFL sponsors Workmen's Compensation seminar, 13th annual, 669.
- Rehabilitating the Older Disabled Worker*, Vol. II, study, Federation Employment and Guidance Service, New York City, 177.
- Sheltered Employment of the Disabled—An International Survey*—World Commission on Vocational Rehabilitation, 525.
- World Commission on Vocational Rehabilitation—final report on activities—1961-1966, 525.

### RESEARCH

- Labour and Industrial Relations Research in Canada, Progress Report*—1969 edition, Canada Department of Labour, 442.

### REST PERIODS

- Nfld. Weekly Day of Rest Act: provisions, 742.
- Que. amendments, minimum wage ordinances, *re* rest periods, 742.

### RETAIL TRADE

- Part-time Employment in the Retail Trade*—study, Women's Bureau, Canada Department of Labour, 386.

### RETIREMENT

- International Nickel Company of Canada increases pensions of retired employees, 502.



## INDEX

### RETRAINING

Older workers, retraining for upgraded jobs. CANADA: 469.  
*Technological Redundancy in a Small Isolated Society*—Industrial Relations Centre, McGill University (book review), 446.

REUTHER, WALTER, *President, United Auto Workers*

Address, merger meeting, UAW and Teamsters, 638.

RIGHT TO ORGANIZE *See* LABOUR UNIONS; PUBLIC EMPLOYEES

RIGHT TO STRIKE *See* STRIKES AND LOCKOUTS

ROBERTS, PROF. H. W., *University of Alberta*

Address, conference of employer and employee representatives of the printing industry held in Saskatoon, 178.

### RETARDATES

Alberta Industrial Research and Training Centre for the Retarded, opened, 179.

Ottawa and District Association for the Mentally Retarded—mentally retarded young men and women graduated from adult training centre, 179.

## S

### SAFETY

Agreement under Canada Labour (Safety) Code providing industrial safety protection, signed by Bryce Mackasey, federal Minister of Labour, 639.

Alta. Elevator and Fixed Conveyances Act: regulations, 85.

CLC's 6th Biennial Conference on Health and Safety, Montreal, 723.

CMA talks about safety, 454.

Industrial safety and workmen's compensation legislation, 1967-68. CANADA: 84.

ILO meeting on labour and social conditions in mining, 328.

N.B. Electrical Installation and Inspection Act: regulations, 85.

N.S. Industrial Safety Act: Consultative Committee on Industrial Safety appointed, 84.

Ont. Industrial Safety Act: amendments, 84.

P.E.I. Industrial Safety Regulations, 84.

Que. Industrial and Commercial Establishments Act: amendments, 85.

Sask. Passenger and Freight Elevator Act: revised regulations, 85.

SALARIES *See* WAGES AND SALARIES

SASKATCHEWAN FEDERATION OF LABOUR

Convention, 10.

### SCHOLARSHIPS

Claude Jodoin scholarships for Labour College, Montreal, presented to first winners, 442.

SCHOOL-LEAVING *See* EDUCATION

### SCHOOLS

Lippé, Judge René, appointed mediator, Quebec school dispute, 266.

### SCIENTISTS

Scientists and engineers—employment survey—Department of Labour and National Science Foundation. UNITED STATES: 521.

### SEAFARERS' INTERNATIONAL UNION

Banks, Hal, former president—cost to Canadian taxpayer for charges against, 74.

National executive re-elected, 224.

### SEASONAL EMPLOYMENT

Caribbean workers to assist Ontario farmers, 266.

SECURITY *See* EMPLOYEE SECURITY; UNION SECURITY

SEFTON, LARRY, *Director, District 6, United Steelworkers of America*

National policy conference of Canadian steelworkers (USWA), Montreal, remarks, 376.

Ontario Regional Conference, remarks, 7.

### SHELTERED EMPLOYMENT

*Sheltered Employment of the Disabled—An International Survey*—World Commission on Vocational Rehabilitation, 525.

SHELTERED WORKSHOPS *See* DISABLED PERSONS

SHIPPING *See also* LONGSHOREMEN

"The Montreal Harbour—Ten Years Hence"—1-day seminar of labour, management, government representatives; paper presented by Prof. Paul T. Hartman, University of Illinois, 207.

Nfld. Shipping Hours of Work Extension Order: amendment, 739.

SHULTZ, GEORGE P., *U.S. Secretary of Labor*

Appointment, 148.

### SIR GEORGE WILLIAMS UNIVERSITY

Sponsors second annual management development program, 223.

SMITH, CHARLES, *Chairman, Canadian Railway Labour Executives' Association*

Labour Day message, 500.

New Year message, 4.

SMITH, FLOYD EMERY, *President, International Association of Machinists and Aerospace Workers*

Appointment, 641.

SMITH, RICHARD C., *Canada Labour Relations Board*

Appointment as employee representative, 565.

### SOCIAL AID

Social Aid Act (Bill 26) provisions, 451.

SOCIAL ALLOWANCES *See* SOCIAL ASSISTANCE

### SOCIAL ASSISTANCE

Alta. Preventive Social Services Act: provisions, 82.

Alta. Public Welfare Act: amendments, 82.

Canada Assistance Plan—provisions, 78.

Legislation, 1966-67. CANADA: 78.

## INDEX

Man. Social Allowances Act: amendments, 81.  
 N.B. Social Welfare Act: provisions, 80.  
 Nfld. Social Assistance Act: new and amended regulations, 79.  
 N.S. Social Assistance Act: provisions, 79.  
 Ont. Family Benefits Act: regulations, 80.  
 Ont. General Welfare Assistance Act: amendment, 80.  
 P.E.I. Welfare Assistance Act: regulations, 79.  
 Que. Family Allowances Act: provisions, 80.  
 Que. Needy Mothers' Assistance Act: amendment, 80.  
 Sask. Assistance Act: provisions, 81.  
 Sask. Assistance Regulations: 81.  
 Social Aid Act (Bill 26) provisions, 451.

### SOCIAL SECURITY

The future of social security discussed at IAPES convention, 587.

### SOCIAL SERVICES *See* SOCIAL ASSISTANCE

### SOCIAL WELFARE *See* SOCIAL ASSISTANCE

### STAMP BOOKS

Construction workers—stamp book system phased out—Ontario Department of Labour, 741.

### STEAM BOILERS *See* BOILERS

### STEELWORKERS OF AMERICA, UNITED

National policy conference of Canadian steelworkers, Montreal, 376.

Ont. High Court declares invalid merger agreement between union and Mine, Mill and Smelter Workers, 29.

Ontario Regional Conference, 7.

USWA staff representatives, Sudbury, Ont., address given by George McCurdy, Fair Employment Practices Branch, Canada Department of Labour, at testimonial dinner, 462.

### STRIKES AND LOCKOUTS

Air Canada strike terminated, 444.

Domtar strike ends and CNTU pays fines, 150.

*National Emergency Strikes*—book review, 337.

Neutral third-party resolution of labour-management deadlocks recommended. UNITED STATES: 13.

New York longshoremen and 56-day strike, 312.

New York teachers end five-week strike, 146.

Public servants should not have the right to strike—Judge Walter Little, County Court, Parry Sound in his report *Collective Bargaining in the Ontario Government Service*, 522.

Quebec Liquor Board strike terminated, 161; correction, 639.

Strikes in the Public Sector—growing militancy among public employees; two unions drop no-strike clause in constitutions. UNITED STATES: 12.

Strike settlement—agreement between Ontario Hydro and Ontario Hydro Employees' Union, 266.

### STUDENTS

Summer employment, Ontario Government launches appeal, 310.

### SUMMER EMPLOYMENT *See* EMPLOYMENT

### SUPERANNUATION

New superannuation scheme outlined in White Paper, BRITAIN: 312.

### SUPPLEMENTAL PAY *See* WAGES AND SALARIES

### SUPPLEMENTAL UNEMPLOYMENT BENEFIT PLANS

Development in and progress of SUB plans, 98.

### SUPPLEMENTAL WAGES *See* WAGES, SUPPLEMENTAL

### SURVEYS

Readership survey, LABOUR GAZETTE, 76.

### SWEDEN

LO demands partial pension reform for unemployed, 372.

Swedish Industrial Salaried Employees' Association—members granted new benefits, 371.

### SWEDISH INDUSTRIAL SALARIED EMPLOYEES' ASSOCIATION

Members granted new benefits, 371.

### SWEDISH LABOUR ORGANIZATION

Demands partial pension reform for unemployed, 372.

### SYMBOL

New corporate symbol of Canada Department of Labour, reflects philosophy and objectives. 559.

## T

### TAFT-HARTLEY ACT

Hartley, Fred A., co-author, death of, 445.

### TASK FORCE

ILO Task Force to assist Colombian Government develop comprehensive and integrated employment plan, 711.

Legislative recommendations for working women. UNITED STATES: 36.

### TASK FORCE ON HOUSING AND URBAN DEVELOPMENT

Task Force on Housing and Urban Development, report, 220.

### TASK FORCE ON LABOUR RELATIONS

The Prime Minister's Task Force on Labour Relations, 269; recommendations, 213, 269; Report, 269.

Federal and provincial ministers of labour discuss conclusions and recommendations 660.

Reaction to the Woods Report by—

The Canadian Labour Congress, 519.

Labour and management leaders, 319.

The Press, 321.

University of Montreal—Labour Relations and the Woods Report—sixth annual meeting, Canadian Industrial Relations Research Institute conference sponsored by the University, 578.



## INDEX

University of Western Ontario—The challenge of the Woods Report, address, David Kuechle, Business Conference, 570.

### TAXATION

CNTU policy on taxation explained in brief to federal Cabinet, 317.

### TEACHERS

Act governing teachers' salary negotiations. SASKATCHEWAN: 18.

Collective bargaining legislation in 1967-68—Saskatchewan, 18.

New York teachers end five-week strike, 146.

### TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, INTERNATIONAL BROTHERHOOD OF

"Alliance for Labor Action"—established by UAW and Teamsters to promote social action, 638.

### TECHNICAL SERVICE COUNCIL

Employers stress experience over education—report of Council, non-profit Toronto placement service, 225.

### TECHNOLOGICAL CHANGE

Mackasey, Hon. Bryce, federal Minister of Labour, addresses Personnel Association of Toronto, 25.

### TELECOMMUNICATIONS WORKERS See CANADIAN LABOUR CONGRESS

### TERMINATION OF EMPLOYMENT

Nfld. Employment (Notice of Termination) Act: provisions, 742.

### THAILAND

ILO seeks labour advisor for technical co-operation program, 223.

### THOMPSON, ARTHUR A., *University of Alabama*

Paper entitled "Facing the Crisis in Collective Bargaining," 92.

### THORSRUD EXPERIMENT

Thorsrud experiment—effect of industrial democracy on industrial productivity, 589.

### TRADE UNION MEMBERSHIP See LABOUR UNIONS

### TRADE UNIONS See LABOUR UNIONS

### TRADES UNION CONGRESS

Plans for dealing with industrial disputes, 566.

### TRADESMEN'S QUALIFICATION(S) See APPRENTICESHIP

### TRAINING See also ADULT TRAINING; RETARDATES

Chrysler Corporation trains unemployed under Job Opportunities in the Business Sector (JOBS) program. UNITED STATES: 502.

ILO Task Force to assist Colombian Government develop comprehensive and integrated employment plan, 711.

Industrial training and apprenticeship provincial legislation, 1967-68. CANADA: 89.

Que. Manpower Vocational Training and Qualification Act: provisions, 745.

### TRANSITIONAL ASSISTANCE BENEFIT PROGRAM

Extension of program to assist auto workers affected by Canada-United States Automotive Agreement, 146.

### TREMBLAY, GERARD, *International Vice-President, International Longshoremen's Association*

Death of, 151.

### TRIPARTITE CONFERENCE See NATIONAL CONFERENCE ON INDUSTRIAL RELATIONS

### TRUDEAU, HON. PIERRE ELLIOT, *Prime Minister of Canada*

CLC brief, reply, 216.

CNTU brief, reply, 322.

On the fight against inflation—announces anti-inflationary measures, applicable to federal Government's fiscal and monetary policies, 662.

## U

### UNDERPAYMENT See WAGES AND SALARIES

### UNEMPLOYABLE PERSONS

Federal and state programs to encourage employment of disadvantaged exempted from Age of Discrimination in Employment Act. UNITED STATES: 710.

### UNEMPLOYMENT See also BOOK REVIEWS

Chrysler Corporation trains unemployed under Job Opportunities in the Business Sector (JOBS) program. UNITED STATES: 502.

CNTU, views, 317.

"Counting U.S. Unemployed"—prepared by U.S. Information Service and U.S. Department of Labor, 523.

Employment Review: Employment and Unemployment. CANADA: (monthly feature)

"Hard Core" unemployed—assisted by Human Resources Development Institute, Government labour project, 27; placed in jobs by National Alliance of Businessmen, 225. UNITED STATES.

Help for the hard core jobless—article, N.Y. State School of Industrial and Labor Relations, Cornell University, 388.

Measures to prevent unemployment among miners urged at ILO meeting on labour and social conditions in mining, 328.

Negro unemployment shows sharp decline. UNITED STATES: 244.

### UNEMPLOYMENT ASSISTANCE ACT

Replaced by Canada Assistance Plan, 78.

### UNEMPLOYMENT INSURANCE

Coverage extended to Canadians in Yukon Territory and Northwest Territories, 114.

Monthly contributions payable directly to chartered banks and certain other financial institutions, 567.

(The) *Role of Unemployment Insurance Under Guaranteed Minimum Income Plans* (Murray) book review, 642.

Statistics "E—Unemployment Insurance" (monthly feature)

## INDEX

*Unemployment and Income Security; Goals for the 1970s, a report of the Committee on Unemployment Insurance Objectives* (Upjohn Institute) book review, 643.

UIC report (monthly feature)

### UNEMPLOYMENT INSURANCE ACT

Decisions of Umpire—

CUB (omitted), 475; 529

CUB 2761, 40

CUB 2771, 115

CUB 2793, 240

CUB 2810, 606

CUB 2811, 398

CUB 2826, 678

CUB 2827, 758

### UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE

Annual report (1968), 95.

### UNEMPLOYMENT INSURANCE COMMISSION

A major overhaul, 147.

Lemay, Gerry, chief of Manpower Planning and Development, elected first Vice-President, IAPES, 588.

UIC report (monthly feature)

UIC expects to recover \$3 million in overpayments, under new crackdown program, 222.

**UNFAIR EMPLOYMENT PRACTICES** *See also* DISCRIMINATION  
Task Force on Housing and Urban Development, report, 220.

### UNION MEMBERSHIP *See* LABOUR UNIONS

### UNION MERGERS *See* MERGERS

### UNION SECURITY

Major collective agreements in Canadian industries—provisions, 155.

### UNITED GOVERNMENT WORKERS OF ONTARIO

Becomes Local 3000 of CUPE, 6.

### UNITED NATIONS

U.N. Universal Declaration of Human Rights, 20th anniversary, 27.

**UNITED STATES DEPARTMENT OF LABOR** *See* LABOR, DEPARTMENT OF (UNITED STATES)

**UNITED STEELWORKERS OF AMERICA** *See* STEELWORKERS OF AMERICA, UNITED

### UNITED TRANSPORTATION UNION

Birth of the UTU—four operating railway unions merge to form the 280,000-member UTU, 152.

First contract settlement—two separate disputes involving CNR and CPR, 310.

### UNIVERSAL DECLARATION OF HUMAN RIGHTS (U.N.)

20th anniversary, 27.

### UNIVERSITY GRADUATES

Employers stress experience over education—report of Technical Service Council, non-profit Toronto placement service, 225.

### UNIVERSITY OF MONTREAL

Labour Relations and the Woods Report—sixth annual meeting, Canadian Industrial Relations Research Institute conference sponsored by U of M, 578.

## V

### VACATIONS

Ont. Employment Standards Act: regulations, 108.

Provincial labour standards legislation 1967-68 in various provinces, 22.

Work year shortened for cable workers in BRITISH COLUMBIA: 442.

### VACATIONS WITH PAY

Man. Vacations with Pay Act: amendments, 741.

Nfld. Annual Vacations with Pay Act: provisions, 740.

NWT Labour Standards Ordinance: vacation regulations, 741.

Que. Vacations with Pay Order revised, 741.

### VETERANS *See also* DISABLED PERSONS

Pensioners Concerned—Toronto-based group devoted to welfare of pensioners, 666.

### VOCATIONAL REHABILITATION *See* REHABILITATION

### VOCATIONAL TRAINING *See* TRAINING

## W

### WAGE BEHAVIOUR

Inflation, wage behaviour and labour mobility—paper delivered at seminar, Carleton University, by Allan A. Porter, Chief, Wages Research Division, Canada Department of Labour, 219.

### WAGE CONTROL

CMA views, 147.

### WAGE INCREASES

Average hourly base rate of workers under major collective agreements. CANADA: 222.

Construction industry—wage rates increase 11.2 per cent between 1967 and 1968, 444.

Job survey shows pay increases—Canada Department of Labour, 148.

Nurses, Guelph, Ont., 641.

Swedish Industrial Salaried Employees' Association—members granted new benefits, 371.

Wage settlements in 1969. CANADA: 640.

### WAGE POLICY

Wage policy discussed at annual meeting of Quebec Industrial Advisers Society, 91.

### WAGE PROTECTION

Provincial labour standards legislation (1967-68), 23.

### WAGE SETTLEMENTS

Wage increases in 1969. CANADA: 640.



## INDEX

### WAGES AND SALARIES

Employers underpay workers by \$80 million. UNITED STATES: 75.

Pay schedule transformed from hourly wages to weekly salaries at Nova Scotia Pulp Ltd., 242.

Pulp and paper industry—pay schedules transformed from hourly wages to weekly salaries at Nova Scotia Pulp Ltd., 242.

Putting a Lid on the Wage-Price Spiral—W. Elliott Wilson, Chairman, Manitoba Workmen's Compensation Board, 514.

Supplemental pay during 1967—summary report of federal Employer Labour Costs Survey. CANADA: 372.

Survey of labour costs in manufacturing—DBS and Canada Department of Labour, 659.

### WAR AMPUTATIONS ASSOCIATION

Multiple disability veterans—raise in pension sought by Association in brief to Commons veterans affairs committee. CANADA: 711.

### WARTIME LABOUR RELATIONS ORDER

P.C. 1003, 25th anniversary, 88.

WEAVER, GEORGE L.-P., *International Labour Organization* Special Assistant to ILO Director-General, appointment, 640.

### WEEKLY DAY OF REST *See* REST PERIODS

### WEINSTOCK, IRWIN, *Virginia Polytechnic Institute*

Paper entitled "Facing the Crisis in Collective Bargaining", 92.

### WELFARE

Useless welfare groups criticized by Executive Vice-President, CLC, 223.

### WELFARE ASSISTANCE *See* SOCIAL ASSISTANCE

### WHITE PAPERS

*In Place of Strife: A Policy for Industrial Relations*—Mrs. Barbara Castle, Secretary of State for Employment and Productivity. BRITAIN: 268.

New superannuation scheme. BRITAIN: 312.

*Policies for Price Stability*. CANADA: 154.

### WHITRIDGE, JAMES, *Chief Librarian, Canada Department of Labour*

Appointment, 222.

### WILLIS, L. F., *President, Canadian Manufacturers Association*

Election, 457.

### WILSON, BERNARD, *Assistant Deputy Minister of Labour*

Address, 27th annual convention, International Mailers' Union, 560.

### WILSON, GORDON W., *Chief Librarian, Canada Department of Labour*

Retirement, 146.

### WILSON, W. ELLIOTT, *Chairman, Manitoba Workmen's Compensation Board*

Putting a Lid on the Wage-Price Spiral, 514.

### WINTER WORKS PROGRAM

CNTU, views, 317.

### WOMEN WORKERS

*A Survey of Women's Employment*. BRITAIN: 103.

Children's Day Care Centre established in Washington by U.S. Department of Labor, 311.

*Facts and Figures: Women in the Labour Force*, 467.

Hartman, Grace, national Secretary-Treasurer, CUPE, attends Third World Conference on Women Workers' Problems, 75.

Housewives: missing link in the GNP chain—remarks, Director of Women's Bureau, Canada Department of Labour, at meeting of Engineers' Wives Association, 732.

Legislative recommendations for working women. UNITED STATES: 36.

*Maternity Leave Policies: A Survey*—Women's Bureau, Canada Department of Labour, 466.

(The) New Role of Women—address, Sylva Gelber, Director, Women's Bureau, Canada Department of Labour, at symposium arranged by Jewish Family and Child Services, 314.

Night work for women in Quebec permitted under Industrial and Commercial Establishments Act, 150; other regulations under Act governing women workers, 341.

*Part-time Employment in the Retail Trade*—study, Women's Bureau, Canada Department of Labour, 386.

### WOMEN'S BUREAU (CANADA DEPARTMENT OF LABOUR)—*See* WOMEN WORKERS

### WOODS, DR. H. D., *Dean of Arts and Sciences, McGill University*

CCC convention, remarks, 14.

Task Force on Labour Relations—recommendations, 213, 269.

### WOODS REPORT *See* TASK FORCE ON LABOUR RELATIONS

### WORKING CONDITIONS *See* LABOUR CONDITIONS

### WORKMEN'S COMPENSATION *See also* LEGAL DECISIONS

B.C. Workmen's Compensation Act: amendments, 85, 86, 87.

Industrial safety and workmen's compensation legislation, 1967-68. CANADA: 84.

N.S. Workmen's Compensation Act: amendment, 85, 86.

OFL seminar on Workmen's Compensation, 13th annual, 669.

Ont. Workmen's Compensation Act: amendments, 85, 86.

*Workmen's Compensation in Canada, 1967*—Canada Department of Labour, 502.

### WORLD CONFEDERATION OF LABOUR

New name of International Federation of Christian Trade Unions, 82.

### WORKSHOPS *See* DISABLED PERSONS

## Y

### YORK UNIVERSITY

Montague, Prof. J. Tait, appointment, 445.

### YOUNG, DR. JOHN H., *Chairman, Prices and Incomes Commission*

Appointment, 442.

# Certification and Conciliation Proceedings

## A

### ABITIBI PROVINCIAL INC.

#### Dispute:

Railway, Transport and General Workers: CO appointed, 283; settlement, 402.

### AERONAVES DE MEXICO, S.A.

#### Dispute:

Machinists: CO appointed, 346; settlement, 681.

### AGENCE MARITIME INC.

#### Certification application:

Canadian Marine Officers Union: granted, 610; reasons for judgment issued.

#### Disputes:

Marine Officers: CO appointed, 754.

Steelworkers: CO appointed: 401.

### AGNEW LAKE MINES LIMITED

#### Certification applications:

Labourers: 345; representation vote, 611; reasons for judgment, Supplement No. 5, 1969.

Steelworkers: 400; representation vote, 611; reasons for judgment, Supplement No. 5, 1969.

#### Intervener, certification applications:

Labourers: representation vote; 611; reasons for judgment, Supplement No. 5, 1969.

Steelworkers: representation vote, 611; reasons for judgment, Supplement No. 5, 1969.

### AIR CANADA

#### Certification application:

Machinists (crew schedulers and crew clerks): application for revocation, 531; representation vote, 683.

#### Disputes:

Air Line Employees: CB appointed, 34; CB fully constituted, 34; CB report, Supplement No. 6, 1968, 176; settlement, 176; settlement, 609.

Machinists: Montreal: CO appointed, 283; CB not appointed, 347; strike action, 402; strike terminated, 474.

### AIR LINE EMPLOYEES ASSOCIATION, CANADIAN *See* CANADIAN AIR LINE EMPLOYEES ASSOCIATION

### AIR LINE EMPLOYEES ASSOCIATION, INTERNATIONAL *See* INTERNATIONAL AIR LINE EMPLOYEES ASSOCIATION

### AIRLINE NAVIGATORS ASSOCIATION, CANADIAN *See* CANADIAN AIRLINE NAVIGATORS' ASSOCIATION

### AIR LINE PILOTS ASSOCIATION, CANADIAN *See* CANADIAN AIR LINE PILOTS ASSOCIATION

### AIRWEST AIR LINES LTD.

#### Certification application:

Railway, Transport and General Workers: 472; granted, 611.

### ALBERTA GOVERNMENT TELEPHONES COMMISSION

#### Certification application:

Broadcast Employees: Radio Station CKUA: 33; rejected, 284; reasons for judgment, Supplement No. 2, 1969.

#### Intervener, certification applications:

Alberta Government Telephones Clerical Group: rejected, 284; reasons for judgment, Supplement No. 2, 1969.

Attorney General of Alberta: rejected, 284; reasons for judgment, Supplement No. 2, 1969.

Electrical Workers: rejected, 284.

### ALLIED AVIATION SERVICES COMPANY OF NEWFOUNDLAND, LIMITED

#### Disputes:

Machinists: CO appointed, 680; settlement, 754.

Railway, Airline and Steamship Clerks: CO appointed, 680; settlement, 754.

### AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA

#### Certification applications:

Fishery Products Limited: 243; rejected, 611.

Red Deer Seed Co. Ltd.: 33; withdrawn, 33; granted, 104.

Swift Canadian Company, Limited (Swifts Feed Division): 757.

### AMALGAMATED TRANSIT UNION

#### Dispute:

Canada Coach Lines Limited: CO appointed, 283; settlement, 473.

### AMERICAN FEDERATION OF GRAIN MILLERS *See* GRAIN MILLERS, AMERICAN FEDERATION OF

### AMERICAN NEWSPAPER GUILD

#### Disputes:

Baton Broadcasting Limited: Toronto Newspaper Guild, Local 87: settlement, 283.

Canadian Broadcasting Corporation: Canadian Wire Service Guild: CB appointed, 34; CB fully constituted, 105; settlement, 283.

### ANVIL MINING CORPORATION LIMITED

#### Certification application:

Steelworkers: Faro Camp, Rose Creek, Vangorda Area of the Yukon Territory: request for review lapsed, 345.

#### Dispute:

Steelworkers: CO appointed, 34; settlement, 283.

### AQUA TRANSPORTATION LIMITED

#### Dispute:

Canadian Merchant Service Guild: CO appointed, 401; CB not appointed, 532; strike action, 532; strike terminated, 609.

### ASSOCIATION DES REALISATEURS DE LA RADIO

#### Dispute:

Canadian Broadcasting Corporation: CO appointed, 532.



## INDEX

### ASSOCIATION OF RADIO AND TELEVISION EMPLOYEES OF CANADA

#### Dispute:

Canadian Broadcasting Corporation: 34; CB fully constituted, 176; CB report, Supplement No. 2, 1969, 347; settlement, 347.

### ATOMIC ENERGY ALLIED COUNCIL (AFL-CIO/CLC)

#### Dispute:

Atomic Energy of Canada Limited: CO appointed, 401; CB appointed, 532; CB fully constituted, 608.

### ATOMIC ENERGY OF CANADA LIMITED

#### Disputes:

Atomic Energy Allied Council (AFL-CIO/CLC): CO appointed, 401; CB appointed, 532; CB fully constituted, 608.

Chalk River Atomic Energy Draftsmen: CO appointed, 680.

Chalk River Technicians and Technologists: CO appointed: 680.

Machinists: CO appointed, 532; CB appointed, 608; CB fully constituted, 755.

Office and Professional Employees: CO appointed, 754.

Ottawa Atomic Workers Union: Commercial Products Division, Ottawa: CO appointed, 401; CB appointed, 608; CB fully constituted, 681.

The Sheridan Park Atomic Energy Draftsmen (CLC): CO appointed, 607; CB appointed, 608; CB fully constituted, 681.

### ATTORNEY GENERAL OF CANADA

#### Intervener, certification application:

Alberta Government Telephones Commission: rejected, 284, reasons for judgment, Supplement No. 2, 1969.

### AUTO WORKERS

#### Dispute:

Detroit and Canada Tunnel Corporation: settlement, 34.

## B

### BACON, H. W., LIMITED

#### Dispute:

Warehousemen and Miscellaneous Drivers: CO appointed, 283; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 6, 1969, 609; settlement, 681.

### BAKER, ALBERT G., LIMITED

#### Certification application:

Longshoremen: Port of Quebec: 104; granted, 243; 683.

#### Dispute:

Railway and Steamship Clerks: CO appointed, 532.

### BARBETTA, MICHAEL AND EWANIKA, THEODORE (*et al.*)

#### Certification application:

Machinists: application for revocation, 531; representation vote, 683.

### BATON BROADCASTING LIMITED

#### Certification application:

Broadcast employees: CFTU-TV: 757.

#### Disputes:

American Newspaper Guild (Toronto Newspaper Guild, Local 87): settlement, 283.

Broadcast Employees: CFTO-TV: CO appointed, 283; CB appointed, 402; CB fully constituted, 474; CB report, Supplement No. 6, 1969, 609; settlement, 681.

### B.D.C. LTD.

#### Certification application:

Teamsters: representation vote, 175; rejected, 243.

### BELL TELEPHONE COMPANY OF CANADA

#### Dispute:

Office and Professional Employees International Union: CO appointed, 283; settlement, 346.

### BERJIAN ENTERPRISES EMPLOYEES UNION

#### Certification application:

Berjian Enterprises Ltd.: 345; granted, 400.

### BERJIAN ENTERPRISES LTD.

#### Certification application:

Berjian Enterprises Employees Union: 345; granted, 400.

### BEVERAGE DISPENSERS, HOTEL SERVICE, CULINARY AND RESTAURANT EMPLOYEES UNION *See* HOTEL AND RESTAURANT EMPLOYEES AND BARTENDERS INTERNATIONAL UNION

### BLACK KNIGHT TELEVISION COMPANY LIMITED

#### Certification application:

Electrical Workers: granted, 32.

### BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS, INTERNATIONAL BROTHERHOOD OF

#### Certification applications:

Dominion Bridge Company, Limited: 531; granted, 756.

Foresteel Industries Limited: 104; granted, 243.

The Ralph M. Parsons Construction Co. of Canada Ltd.: 345; granted, 400.

Whitehorse Welding: 33; granted, 175.

### BOLDUC EXPLOSIVES TRANSPORT LIMITED

#### Dispute:

Teamsters: CB not appointed, 34; strike action, 34; strike terminated, 105.

### BORISKO BROTHERS LIMITED

#### Certification application:

Teamsters: 345; granted, 530.

### BOUCHARD, JEAN (CANADIAN VICKERS LIMITED)

#### Certification application:

Seafarers: 284; withdrawn, 531.

### BRITISH COLUMBIA MARITIME EMPLOYEES ASSOCIATION

#### Dispute:

Longshoremen and Warehousemen (Canadian Area): CO appointed, 473; CB appointed, 473; CB fully constituted, 532; CB report, Supplement No. 5, 1969, 609; strike action, 755.

## CERTIFICATION AND CONCILIATION PROCEEDINGS

### BRITISH COLUMBIA TELEPHONE COMPANY

#### Disputes:

Telephone Workers (Clerical Division): CO appointed, 244; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 4, 1969, 474; strike terminated, 681.

Telephone Workers (Plant Division): CO appointed, 244; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 4, 1969, 474; strike terminated, 681.

Telephone Workers (Traffic Division): CO appointed, 244; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 4, 1969, 474; strike terminated, 681.

### BRITISH COLUMBIA TELEVISION BROADCASTING SYSTEM LIMITED (CHAN-TV)

#### Dispute:

Broadcast Employees: CO appointed, 401; settlement, 473.

### B.C. TOWBOAT OWNERS' ASSOCIATION

#### Disputes:

Canadian Merchant Service Guild: CO appointed, 680.  
Railway, Transport and General Workers: CO appointed, 680.

Seafarers: CO appointed, 680.

### BRITISH OVERSEAS AIRWAYS CORPORATION

#### Dispute:

Machinists: CO appointed, 33; settlement, 34.

### BROADCAST EMPLOYEES AND TECHNICIANS, NATIONAL ASSOCIATION OF

#### Certification applications:

Alberta Government Telephones Commission (Radio Station CKUA): 33; rejected, 284, reasons for judgment, Supplement No. 2, 1969.

Baton Broadcasting Limited (CFTO-TV): 757.

Bushnell TV Co. Limited (CJOH-TV): granted, 104.

Moncton Broadcasting Limited: 401; granted, 610.

Radio Atlantic Limited: 284; granted, 472.

Western Ontario Broadcasting Co. Ltd.: request for review under Section 61(2): 175; request granted, 284.

#### Disputes:

Baton Broadcasting Limited (CFTO-TV): CO appointed, 283; CB not appointed, 402; CB report, Supplement No. 6, 1969, 609; settlement, 681.

British Columbia Television Broadcasting System Limited (CHAN-TV): CO appointed, 401; settlement, 473.

Bushnell TV Co. Limited: CO appointed, 244; settlement, 283.

Canadian Broadcasting Corporation: CB report, Supplement No. 6, 1968, 176; settlement, 347.

Canadian Broadcasting Corporation: watchmen, Montreal; CB report, Supplement No. 6, 1968, 244; settlement, 283.

New Brunswick Broadcasting Company Limited (CHSJ-TV): CO appointed, 33; settlement, 244.

Radio Atlantic Limited (Radio Station CFNB): CO appointed, 754.

#### Intervener, certification application:

Radio Atlantic Limited: representation vote, 400; rejected, 472.

### JOHN N. BROCKLESBY TRANSPORT LIMITED

#### Dispute:

Warehousemen and Miscellaneous Drivers: CO appointed, 473.

### BUFFALO EXPRESS LINES LTD.

#### Certification application:

Teamsters: 33; withdrawn, 104.

### BUILDING SERVICE EMPLOYEES UNION

#### Certification application:

Les Services Menagers Roy Ltée: representation vote, 531.

### BUILDING SERVICE EMPLOYEES INTERNATIONAL UNION

#### Dispute:

Canadian Broadcasting Corporation: CO appointed, 347.

### BUNGE OF CANADA LIMITED

#### Certification application:

Railway, Airline and Steamship Clerks: 472; granted, 682.

#### Dispute:

Railway, Airline and Steamship Clerks: CO appointed, 680; settlement, 754.

### BUSHNELL TV Co. LIMITED (CJOH-TV)

#### Certification application:

Broadcast employees: granted, 104.

#### Dispute:

Broadcast Employees: CO appointed, 244; settlement, 283.

### BYRNES AND HALL CONSTRUCTION COMPANY LIMITED

#### Certification application:

Carpenters and joiners: 757.

## C

### C.J.C.H. LIMITED

#### Dispute:

Electrical Workers: CO appointed, 346; CB appointed, 402; CB fully constituted, 474.

### W. D. CALDERONE

#### Certification application:

Teamsters: 345; representation vote, 531.

### CAMIRAND CARTAGE LIMITED

#### Dispute:

Teamsters: settlement, 34.



## INDEX

### CANADA BRIDGE LTD.

#### Certification applications:

- Labourers: 472; granted, 611.
- Operating engineers: 472; granted, 611.
- Teamsters: 472; granted, 611.

### CANADA COACH LINES LIMITED

#### Dispute:

- Amalgamated Transit Union: CO appointed, 283; settlement, 473.

### CANADA PACKERS LIMITED

#### Certification application:

- Grain Millers, American Federation of: Spruceleigh Farms: granted, 682.

### CANADA STEAMSHIP LINES LIMITED

#### Disputes:

- Longshoremen: CO appointed, 680.
- Railway, Airline and Steamship Clerks: CO appointed, 473; settlement, 608.

### CANADIAN AIR LINE EMPLOYEES' ASSOCIATION

#### Dispute:

- Air Canada: Montreal: CB appointed, 34; CB fully constituted, 34; CB report, Supplement No. 6, 1968, 176; settlement, 176.

### CANADIAN AIR LINE FLIGHT ATTENDANTS' ASSOCIATION

#### Dispute:

- CP Air: CO appointed, 680.

### CANADIAN AIR LINE PILOTS' ASSOCIATION

#### Disputes:

- Canadian Pacific Air Lines Limited: CO appointed, 105; settlement, 346.
- Canadian Pacific Air Lines Limited: Boeing 737 aircraft: CO appointed, 33; settlement, 176.
- Nordair Limited: CO appointed, 346; settlement, 473.
- Nordair Limited: Boeing 737 aircraft: CO appointed, 105; settlement, 244.
- Pacific Western Airlines Limited: I.R.F. pilots: CO appointed, 283; settlement, 402.

### CANADIAN ARSENALS LIMITED

#### Dispute:

- Operating Engineers: settlement, 105.

### CANADIAN BROADCASTING CORPORATION

#### Disputes:

- American Newspaper Guild: Canadian Wire Service Guild: CB appointed, 34; CB fully constituted, 105; settlement, 283.
- Association des Realisateurs de la radio: CO appointed, 532.
- Broadcast employees: CB report, Supplement No. 6, 1968, 176; settlement, 347.
- Broadcast employees: watchmen, Montreal: CB report, Supplement No. 6, 1968, 244; settlement, 283.
- Building Service Employees: settlement, 347.
- Canadian Union of Public Employees: CO appointed, 33; settlement, 244.

- Radio and Television Employees: CB appointed, 34; CB fully constituted, 176; CB report, Supplement No. 2, 1969, 347; settlement, 347.

### CANADIAN FOOD AND ALLIED WORKERS

#### Dispute:

- Maple Leaf Mills Limited: CO appointed, 680; settlement, 754.

### CANADIAN FREIGHTWAYS LIMITED

#### Certification application:

- Office and Professional Employees: granted, 32.

#### Dispute:

- Office and Technical Employees Union: CO appointed, 244; settlement, 346.

### CANADIAN HELICOPTER OVERHAULS LTD.

#### Certification application:

- Operating Engineers: 345; granted, 530.

### CANADIAN LABOUR CONGRESS

#### Certification applications:

- Canadian Overseas Telecommunications Corporation: Telecommunications Workers Union, Local 1653: 284; granted, 472.

- Upper Lakes Shipping Ltd.: 33; granted, 104.

#### Dispute:

- Upper Lakes Shipping Ltd.: Federal Union 23736: CO appointed, 401.

### CANADIAN MARINE OFFICERS' UNION

#### Certification applications:

- Agence Maritime Inc.: granted, 610; reasons for judgment issued.
- Carryore Limited: licensed engineers: representation vote, 32.
- Carryore Limited: marine engineers: granted, 104.

### CANADIAN MARITIME UNION

#### Certification application:

- Port Colborne Tug Co. (division of Marine Enterprises Ltd.): 757.

### CANADIAN MERCHANT SERVICE GUILD, INC.

#### Disputes:

- Agence Maritime Inc.: CO appointed, 754.
- Aqua Transportation Limited: CO appointed, 401; CB not appointed, 532; strike action, 532; strike terminated, 609.
- B.C. Towboat Owners Association: CO appointed, 680.
- Canadian National Railway (Borden-Cape Tormentine Ferry Service): CO appointed, 532; CB appointed, 608; CB fully constituted, 754.
- Canadian Pacific Railway (B.C. Lake and River Service): CO appointed, 754.
- North Fraser Harbour Commissioners: CO appointed, 33; settlement, 105.

### CANADIAN NATIONAL HOTELS LIMITED

#### Disputes:

- Railway, Transport and General Workers: Bessborough Hotel: CO appointed, 607; CB appointed, 754.

Railway, Transport and General Workers: Fort Garry Hotel: CO appointed, 680; CB appointed, 755.

#### CANADIAN NATIONAL RAILWAYS

##### Certification applications:

Longshoremen: Port of Québec: 683.

Railway, Airline and Steamship Clerks: agents, operators, etc., mainland: request for review under Sec. 61 (2): 757.

Railway, Airline and Steamship Clerks: agents, operators, etc., Newfoundland: request for review under Sec. 61 (2): 757.

Railway, Airline and Steamship Clerks: garage personnel, St. John's, Nfld.: 175; representation vote, reasons for judgment, Supplement No. 3, 1969, 344; rejected, 530.

Railway, Airline and Steamship Clerks: restaurant personnel, Argentina, Nfld.: 33; granted, 104.

Railway, Airline and Steamship Clerks: telecommunication line and cable employees: request for review under Sec. 61 (2): 757.

Railway Carmen: Newfoundland area: 345; representation vote, 530; granted, 610.

Railroad Trainmen (UTU): bus service personnel, Newfoundland: 175; representation vote, 344.

Telegraph Workers: 401; withdrawn, 613.

United Transportation Union: bus service personnel, Nfld., 175; representation vote, 344.

United Transportation Union: garage employees, Newfoundland area: representation vote, 530; granted, 610.

##### Disputes:

Canadian Merchant Service Guild: (Borden-Cape Tormentine Ferry Service): CO appointed, 532; CB appointed, 608; CB fully constituted, 755.

United Transportation Union: settlement by mediation, 347.

##### Intervener, certification applications:

Division No. 4, Railway Employees Department: bus and garage service employees, Nfld. area: representation vote, 344; granted, 530.

Division No. 4, Railway Employees: garage employees, Nfld. area: representation vote, reasons for judgment, Supplement No. 3, 1969, 344, 530; rejected, 530.

Machinists: bus and garage service employees, Nfld. area: representation vote, 344; granted, 530.

Machinists: garage employees, Nfld. area: representation vote, 344, 530; rejected, 530; granted, 610.

Railway, Airline and Steamship Clerks: bus and garage service employees, Nfld. area: representation vote, 344; granted, 530.

Railway, Airline and Steamship Clerks: garage employees, Nfld. area: representation vote, 530; granted, 610.

United Transportation Union: garage employees, Nfld. area: representation vote, 530.

United Transportation Union: garage employees, Nfld. area: representation vote, 344; rejected, 530.

#### CANADIAN NATIONAL STEAMSHIP COMPANY LIMITED

##### Dispute:

Seafarers: CO appointed, 532.

#### CANADIAN OVERSEAS TELECOMMUNICATIONS CORPORATION

##### Certification application:

Telecommunication workers (CLC): 284; granted, 472.

##### Dispute:

Overseas Communications Union (CLC): 757.

#### CP AIR

##### Disputes:

Air Line Flight Attendants: CO appointed, 680.

Truck drivers: commissary attendants, Vancouver International Airport: CO appointed, 754.

#### CANADIAN PACIFIC AIRLINES LIMITED

##### Certification applications:

Machinists: request for review under Sec. 61 (2), 473; request for review under Sec. 61 (2) denied, 612.

Railway, Airline and Steamship Clerks: Vancouver International Airport, dispatchers, etc: request for review under Sec. 61 (2): 757.

##### Disputes:

Air Line Pilots: Boeing 737: CO appointed, 33; settlement, 176.

Air Line Pilots: CO appointed, 105; settlement, 346.

Machinists: Lodge 764: CO appointed, 34; settlement, 283.

Machinists: CO appointed, 346; CB appointed, 473; CB report, Supplement No. 5, 1969, 608; settlement, 609.

Railway, Airline and Steamship Clerks: CO appointed, 473.

#### CANADIAN PACIFIC RAILWAY COMPANY

##### Certification applications:

Longshoremen: Port of Quebec: 683.

Railway, Airline and Steamship Clerks: caretaker agents: request for review under Sec. 61 (2): 757.

Railway, Airline and Steamship Clerks: line and cable employees: request for review under Sec. 61 (2): 757.

Railway, Airline and Steamship Clerks: operators, dispatchers, agents: request for review under Sec. 61 (2): 757.

##### Dispute:

United Transportation Union: settlement by mediation, 347.

#### CANADIAN PACIFIC RAILWAY COMPANY (B.C. LAKE AND RIVER SERVICE)

##### Dispute:

Canadian Merchant Service Guild: CO appointed, 754.

#### CANADIAN TRANSIT COMPANY

##### Dispute:

Teamsters: CO appointed, 105; settlement, 244.

#### CANADIAN UNION OF PUBLIC EMPLOYEES

##### Certification application:

Transol Inc.: 104.



## INDEX

- Disputes:  
Canadian Broadcasting Corporation: CO appointed, 33; settlement, 244.  
Toronto Harbour Commissioners: CO appointed, 346; settlement, 473.
- CANADIAN VICKERS LIMITED  
Certification application:  
Seafarers: personnel employed by Jean Bouchard in trust: 284.  
Intervener, certification application:  
Seafarers: withdrawn, 531.
- CANADIAN WESTINGHOUSE COMPANY LIMITED  
Dispute:  
Mine Workers: CO appointed, 244; settlement, 283.
- CAPE BRETON BROADCASTERS LIMITED  
Dispute:  
Theatrical Stage Employees: radio stations CJCB and CJCX, Sydney, N.S.: CO appointed, 401; settlement, 473.
- CARA OPERATIONS LTD.  
Certification application:  
Railway, Airline and Steamship Clerks: 613.
- CARPENTERS AND JOINERS OF AMERICA, UNITED BROTHERHOOD OF  
Certification application:  
Byrnes and Hall Construction Company Limited: 757.  
Dispute:  
Yukon Builders Exchange (16 construction companies): CO appointed, 473; settlement, 608.
- CARRYORE LIMITED  
Certification applications:  
Canadian Marine Officers' Union: licensed engineers: representation vote, 32.  
Canadian Marine Officers' Union: marine engineers: granted, 104.
- CASSIAR ASBESTOS CORPORATION LIMITED  
Certification application:  
Steelworkers: granted, 32.  
Intervener, certification applications:  
Beverage Dispensers: granted, 32.  
Hotel, Motel and Restaurant Employees: granted, 32.
- CENTRAL ALBERTA DAIRY POOL  
Dispute:  
Driver Salesmen, Plant, Warehouse and Cannery Employees: Transport Division: CO appointed, 346; settlement, 473.
- CENTRAL MORTGAGE AND HOUSING CORPORATION  
Certification applications:  
Syndicat National des employes de S.C.H.L. (CSN): Place Benoit, Ville St-Laurent: 284; granted, 344.  
Syndicat National des employes de S.C.H.L. (CSN): Terrasse Villeray, Montreal: 284; granted, 344.
- CFRN RADIO AND TELEVISION EMPLOYEES' ASSOCIATION  
Certification application:  
Sunwapta Broadcasting Limited: 175; granted, 284.
- CHALK RIVER ATOMIC ENERGY DRAFTSMEN  
Dispute:  
Atomic Energy of Canada Limited: Local 1569: CO appointed, 680.
- CHALK RIVER TECHNICIANS AND TECHNOLOGISTS  
Dispute:  
Atomic Energy of Canada Limited: Local 1568: CO appointed, 680.
- CHEMAINUS TOWING CO. LTD.  
Certification application:  
Seafarers: granted, 32.
- CHEMICAL WORKERS' UNION, INTERNATIONAL  
Certification application:  
Maple Leaf Mills Limited: 472; granted, 610.
- CHESAPEAKE AND OHIO RAILWAY COMPANY  
Certification application:  
Locomotive Firemen and Enginemen: representation vote, 104; granted, 175.  
Intervener, certification application:  
Locomotive Engineers: representation vote, 104; granted, 175.
- CKAC LIMITED  
Certification application:  
Radio and Television Workers: 612.
- CLARKE STEAMSHIP COMPANY LIMITED  
Certification application:  
Longshoremen: Port of Quebec: 683.  
Dispute:  
Railway and Steamship Clerks: CO appointed, 532.  
Steelworkers: CO appointed, 401; settlement, 473.
- COAST FERRIES LIMITED  
Dispute:  
Railway, Transport and General Workers: CO appointed, 346.
- COMINCO LTD.  
Dispute:  
Steelworkers: Pine Point, N.W.T.: 283.
- COMINCO LTD. (CON AND RYCON OPERATIONS)  
Dispute:  
Steelworkers: Yellowknife, N.W.T.: settlement, 105.
- CONSOLIDATED AVIATION FUELING AND SERVICES LIMITED  
Disputes:  
Machinists: Montreal International Airport: CO appointed, 244; settlement, 532.  
Machinists: Toronto International Airport: CO appointed, 532; settlement, 607.

BROWN ASSETS DISPOSAL CORPORATION

Certification application:  
Public Service Alliance of Canada: Ottawa: granted, 611; 612.

CURRY MOVING AND WAREHOUSING LTD.

Certification application:  
Teamsters: application for revocation, 613.

**D**

DAWSON CONSTRUCTION NORTHERN LTD.

Certification application:  
Labourers: 531; granted, 611.

DENISON MINES LIMITED

Disputes:  
Operating Engineers: CO appointed, 105; settlement, 346.  
Steelworkers: Elliot Lake: CO appointed, 105.  
Steelworkers: Office and Technical, Elliot Lake: CO appointed, 244; settlement, 346.

DESGAGNE TRANSPORT INC.

Certification application:  
Seafarers: 683.

DETROIT AND CANADA TUNNEL CORPORATION

Dispute:  
Auto Workers: settlement, 34.

DIVISION No. 4, RAILWAY EMPLOYEES DEPARTMENT

Intervener, certification applications:  
Canadian National Railways (bus and garage service employees, Nfld. area): representation vote, 344; granted, 530.  
Canadian National Railways (garage employees, Nfld. area): representation vote, 344; representation vote, 530; rejected, 530.

DOMINION BRIDGE COMPANY LIMITED

Certification application:  
Boilermakers: 531; granted, 756.

DONAGHUE, WILLIAM J. (*et al.*)

Intervener, certification application:  
Professional Transport Workers: withdrawn, 473.

LOUIS DREYFUS (CANADA) LIMITED

Certification applications:  
Steelworkers: 33; withdrawn, 33; granted, 175.  
Syndicat National des Travailleurs des elevateurs a grain (CSN): 104; rejected, 175.

Intervener, certification application:  
Le Syndicat National des Travailleurs des elevateurs a grain (CSN): granted, 175; representation vote, 175.

DRIVER SALESMEN, PLANT, WAREHOUSE AND CANNERY EMPLOYEES

Dispute:

Central Alberta Dairy Pool (Transport Division): CO appointed, 346; settlement, 473.

**E**

EAST WEST TRANSPORT LTD.

Dispute:  
CO appointed, 105.

EASTERN CANADA STEVEDORING LTD.

Certification applications:  
Longshoremen: Québec, Qué.: 104.  
Longshoremen: Port of Québec: 683.

Disputes:  
Longshoremen: CO appointed, 473; settlement, 608.  
Railway and Steamship Clerks: CO appointed, 532.

EASTERN CANADA STEVEDORING (1963) LIMITED

Dispute:  
Steelworkers: CO appointed, 401; settlement, 473.

EASTERN PROVINCIAL AIRWAYS (1963) LIMITED

Certification application:  
Machinists: 401; granted, 610.

Dispute:  
Machinists: CO appointed, 680; settlement, 754.

EASTERN TELEPHONE AND TELEGRAPH COMPANY

Dispute:  
Electrical Workers: settlement, 34.

EASTERN TERMINALS LIMITED

Certification application:  
Longshoremen: granted, 32.

EASTERN TRANSPORT LIMITED

Dispute:  
Railway, Transport and General Workers: CO appointed, 283; settlement, 346.

ELDORADO NUCLEAR LIMITED

Dispute:  
Steelworkers: Beaverlodge Operation: settlement, 283.

ELECTRICAL WORKERS, INTERNATIONAL BROTHERHOOD OF

Certification applications:  
Black Knight Television Company Limited: granted, 32.  
Mainland Cable Services Limited: rejected, 32.  
North West Community Video Limited: representation vote, 32; rejected, 175.  
Victoria Cablevision Ltd.: 104; granted, 175.  
Fred Welsh Antenna Systems Limited: rejected, 32.

Disputes:  
C.J.C.H. Limited: CO appointed, 346; CB appointed, 402; CB fully constituted, 474.

Eastern Telephone and Telegraph Company: settlement, 34.



## INDEX

- The Pembroke Electric Light Company, Limited: CO appointed, 532; settlement, 607.
- Intervener, certification applications:
- Alberta Government Telephones Commission: rejected, 284.
  - Mensink, Jan (*et al.*): representation vote, 32; rejected, 175.
- EMPIRE FREIGHTWAYS LTD.
- Dispute:
- Teamsters: CB fully constituted, 34; settlement, 176.
- EMPIRE SHIPPING COMPANY LIMITED
- Certification application:
- Longshoremen: 345; granted, 400.
  - Vancouver Harbour Employees: 345; granted, 400.
- EMPIRE STEVEDORING CO. LTD.
- Certification application:
- Longshoremen and Warehousemen: 683.
- EPPS, BRUCE
- Intervener, certification application:
- Tudhope Cartage Limited: vote ordered, 472; rejected, 611; request for review under Sec. 61 (2), 612, reasons for judgment, Supplement No. 6, 1969.

## F

- FAST FREIGHT SERVICE LTD.
- Certification application:
- Teamsters: 32; withdrawn, 33.
- FEDERATION OF TELEPHONE WORKERS OF BRITISH COLUMBIA
- Disputes:
- British Columbia Telephone Company (Clerical Division): CO appointed, 244; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 4, 1969, 474; strike terminated, 681.
  - British Columbia Telephone Company: (Plant Division): CO appointed, 244; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 4, 1969, 474; strike terminated, 681.
  - British Columbia Telephone Company (Traffic Division) CO appointed, 244; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 4, 1969, 474; strike terminated, 681.
- FISHERY PRODUCTS LIMITED
- Certification application:
- Meat Cutters: 243; rejected, 611.
- FLEET EXPRESS LINES LTD.
- Certification application:
- Teamsters: application for revocation, 243; revocation granted, 284.
- FORESTEEL INDUSTRIES LIMITED
- Certification application:
- Boilermakers: 104; granted, 243.
- FREDERICK TRANSPORT LIMITED
- Certification application:
- Teamsters: 284.

- FREDERICK TRUCKING LIMITED
- Certification application:
- Teamsters: 284.
- FURNESS, WITHY AND COMPANY LIMITED
- Certification application:
- Longshoremen: granted, 32.

## G

- GARDINER BROTHERS CONSTRUCTION
- Certification application:
- Operating Engineers: 472; granted, 610.
- GENDREAU, LUC AND BOISSEAU, JEAN LOUIS
- Certification application:
- Syndicat National des employes de la Voix de l'est (CSN): request for review under Sec. 61 (2), 531; request for review under Sec. 61 (2) denied, 612.
- GENERAL AVIATION SERVICES LTD.
- Disputes:
- Machinists: Montreal International Airport: CO appointed, 176; settlement, 244.
  - Machinists: Toronto International Airport: CO appointed, 105; settlement, 176.
- GENERAL ENTERPRISES LIMITED
- Certification application:
- Operative Plasterers and Cement Masons: granted, 32.
- Dispute:
- Operating Engineers: CO appointed, 473; settlement, 608.
- GENERAL TRUCK DRIVERS AND HELPERS
- Dispute:
- CP Air (commissary attendants, Vancouver International Airport): CO appointed, 754.
- GENERAL TRUCK DRIVERS UNION
- Disputes:
- Lakehead Freightways Limited: CO appointed, 176.
  - Tank Truck Transport Limited: CO appointed, 283; settlement, 346.
- GIANT YELLOWKNIFE MINES LIMITED
- Dispute:
- Steelworkers: settlement, 34.
- GIFCO WESTERN LTD.
- Certification application:
- Operating Engineers: 472; granted, 610.
- GILL INTERPROVINCIAL LINES LTD.
- Certification application:
- Office and Professional Employees: 243; granted, 284.
- GODERICH ELEVATOR AND TRANSIT COMPANY LIMITED
- Dispute:
- Federal Union 23736 (CLC): CO appointed, 401.

## CERTIFICATION AND CONCILIATION PROCEEDINGS

### OLD RIVER CONSTRUCTION LTD.

Certification application:  
Operating Engineers: 472; granted, 530.

### RAIN MILLERS, AMERICAN FEDERATION OF

Certification applications:  
Canada Packers Limited: Spruceleigh Farms: 613;  
granted, 682.  
Spruceleigh Farms (Division of Canada Packers): 613;  
granted, 682.

### RIMSHAW TRUCKING AND DISTRIBUTING LTD.

Certification application:  
Teamsters: 473; representation vote, 611; granted, 756.

## H

### HARVEY AND COMPANY LIMITED

Certification application:  
Longshoremen: granted, 32.

### HEINRICH'S BROS. TRANSPORT CO.

Certification application:  
Teamsters: 400; withdrawn, 401.

### HENDRIE AND COMPANY LIMITED

Dispute:  
Railway, Transport and General Workers: CO appointed:  
473; settlement, 681.

### HILL THE MOVER

Dispute:  
Warehousemen and Miscellaneous Drivers: CO appointed,  
473; settlement, 473.

### HOTEL AND RESTAURANT EMPLOYEES AND BARTENDERS INTERNATIONAL UNION

Certification applications:  
Nor-Can Camp Services Ltd.: 531; granted, 682.  
White Pass Hotels Limited: 400.  
Intervener, certification application:  
Cassiar Asbestos Corporation Limited: granted, 32.

### HUBERT CARTAGE INC.

Certification application:  
Teamsters: 613; granted, 756.

### HUBERT TRANSPORT INC.

Certification application:  
Mine Workers: 175; withdrawn, 175.

## I

### INDUSTRIAL CARRIERS LTD.

Certification application:  
Teamsters: 33; withdrawn, 104.

### INTER-CITY TRANSPORT LIMITED

Certification application:  
Teamsters: garage employees: 472; granted, 530.

### INTERNATIONAL AIR LINE EMPLOYEES ASSOCIATION

Certification application:  
North Central Airlines Inc.: 400; granted, 610.

### INTERNATIONAL LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION

Certification application:  
Empire Shipping Company Limited: 345; granted, 400.

## J

### JACK PINE TRUCKING

Certification application:  
Teamsters: Jack Lepine: withdrawn, 756.

### JESSIMAN BROS. CARTAGE LTD.

Certification application:  
Letter Carriers: 683.

## K

### KENT DRIVER SERVICES LIMITED

Certification application:  
Teamsters: 284; granted, reasons for judgment, Supplement No. 4, 1969, 400.

Dispute:  
Teamsters: CO appointed, 532; CB not appointed, 609.

### KING, THOMAS H.

Intervener, certification application:  
Office and Professional Employees: granted, 32.

### KINGCOME NAVIGATION COMPANY LIMITED

Certification application:  
Seafarers: rejected, 104.

### KINGSWAY FREIGHTLINES LIMITED

Certification application:  
Office and Professional Employees: 472; representation vote, 611; rejected, 683.

## L

### LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

Certification applications:  
Agnew Lake Mines Limited: 345; 611, reasons for judgment, Supplement No. 5, 1969.  
Canada Bridge Ltd.: 472; granted, 611.  
Dawson Construction Northern Ltd.: 531; granted, 611.  
Midwest Drilling Company: 612; granted, 756.  
Pacific Diamond Drilling Co. Ltd.: 531; granted, 682.  
Rupert Drilling and Exploration Ltd.: 531; granted, 682.

Intervener, certification application:  
Agnew Lake Mines Limited: representation vote, 611; reasons for judgment issued.

### LAFLAMME, ROBERT (*et al.*)

Certification application:  
Teamsters: application for revocation, 613; application for revocation granted, 756.



## INDEX

### LAKEHEAD FREIGHTWAYS LIMITED

#### Disputes:

General Drivers: CO appointed, 176.

Teamsters: CO appointed, 176; CB not appointed, 402; strike action, 402.

Truck Drivers: CO appointed, 176.

### G. LAPALME INC.

#### Certification application:

Syndicat National des Employers du Transport postal (CSN): 613; granted, 756.

### G. W. LEDINGHAM (YUKON) LIMITED

#### Dispute:

Operating Engineers: CO appointed, 473; settlement, 608.

### LETTER CARRIERS' UNION OF CANADA

#### Certification application:

Jessiman Bros. Cartage Ltd.: 683.

### LIARD CONSTRUCTION COMPANY LIMITED

#### Dispute:

Operating Engineers: CO appointed, 473; settlement, 608.

### LOCOMOTIVE ENGINEERS, BROTHERHOOD OF

#### Intervener, certification application:

Chesapeake and Ohio Railway Company: representation vote, 104; granted, 175.

### LOCOMOTIVE FIREMEN AND ENGINEMEN, BROTHERHOOD OF

#### Certification application:

Chesapeake and Ohio Railway Company: representation vote, 104; granted, 175.

### LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION, INTERNATIONAL

#### Certification applications:

Balfour, Guthrie (Canada) Ltd.: 683.

Empire Stevedoring Co. Ltd.: 683.

Western Stevedoring Co. Ltd.: 683.

#### Dispute:

British Columbia Maritime Employees Association: Canadian Area: CO appointed, 473; CB appointed, 473; CB fully constituted, 532; CB report, Supplement No. 5, 1969, 609; strike action, 755.

### LONGSHOREMEN'S ASSOCIATION, INTERNATIONAL

#### Certification applications:

Albert G. Baker Limited: Quebec, Que.: Local 1931: 104; granted, 243.

Albert G. Baker: Port of Quebec: Local 1958: 683.

Canadian National Railways: Port of Quebec, 683.

Canadian Pacific Railway Company: Port of Quebec: 683.

Clarke Steamship Company Limited: Port of Quebec: 683.

Eastern Canada Stevedoring Ltd.: Local 1931: 104.

Eastern Canada Stevedoring Limited: Port of Quebec: Local 1958: 683.

Eastern Terminals Limited: granted, 32.

Furness, Withy and Company Limited: granted, 32.

A. Harvey and Company Limited: granted, 32.

Newfoundland Steamships (1965) Limited: granted, 32.

St. John's Shipping Association Limited: granted, 32.

Terminus Maritime Inc.: Port of Quebec: 683.

H. Turbis Stevedoring: Port of Quebec: 683.

#### Disputes:

Canada Steamship Lines Limited: CO appointed, 680.

Eastern Canada Stevedoring Ltd.: CO appointed, 473.

J. C. Malone and Company (1959) Limited: CO appointed, 607.

Shipping Federation of Canada: Montreal, Trois-Rivières, Quebec City: settlement, 402.

Three Rivers Shipping Company Limited: CO appointed, 607.

### LOS ANGELES SEATTLE MOTOR EXPRESS INCORPORATED

#### Dispute:

Office and Technical Employees' Union: CO appointed, 244.

## M

### M & B ENTERPRISES LTD.

#### Certification application:

Teamsters: representation vote, 32; rejected, 104.

### MCALLISTER TOWING LIMITED

#### Dispute:

Seafarers: CO appointed, 401; settlement, 473.

### MCCOOL, B. W. (*et al.*)

#### Intervener, certification application:

Office and Professional Employees: granted, 32.

### MACCOSHAM VAN LINES (CALGARY) LTD.

#### Dispute:

Truckers and Cartagemen: CO appointed, 244; settlement, 347.

### MACCOSHAM VAN LINES (EDMONTON) LTD.

#### Dispute:

Truckers and Cartagemen: CO appointed, 244; settlement, 244.

### MCCAMON, W. O. (*et al.*)

#### Certification application:

Teamsters: application for revocation, 531; rejected, 612.

### MACHINISTS AND AEROSPACE WORKERS, INTERNATIONAL ASSOCIATION OF

#### Certification applications:

Air Canada: crew schedulers and crew clerks: application for revocation, 531; representation vote, 683.

Barbetta, Michael, and Ewanika, Theodore (*et al.*): application for revocation, 531; representation vote, 683.

Canadian Pacific Airlines, Limited: request for review under Sec. 61 (2), 473; 612.

Eastern Provincial Airways (1963) Limited: 401; granted, 610.

Nordair Ltd.: flight attendant personnel: 32; granted, 104.

Quebec North Shore and Labrador Railway Company: Catering Department: request for review, 345; request for review under Sec. 61 (2), 400.

Quebec North Shore and Labrador Railway Company: Engineering and Maintenance of Way Departments: request for review under Sec. 61 (2), 400.

TransAir Limited: request for review under Sec. 61 (2): 531.

Disputes:

*Aeronaves de Mexico, S.A.*: CO appointed, 346; settlement, 681.

Air Canada: Montreal: CO appointed, 283; CB not appointed, 347; strike action, 402; strike terminated, 474.

Allied Aviation Services Company of Newfoundland, Limited: CO appointed, 680; settlement, 754.

Atomic Energy of Canada Limited: CO appointed, 532; CB appointed, 608; CB fully constituted, 755.

British Overseas Airways Corporation: CO appointed, 33; settlement, 34.

Canadian Pacific Air Lines Limited: CO appointed, 34; settlement, 283.

Canadian Pacific Air Lines Limited: CO appointed, 346; CB appointed, 473; CB report, Supplement No. 5, 1969, 608; settlement, 609.

Consolidated Aviation Fueling and Services Limited: Montreal International Airport: CO appointed 244.

Consolidated Aviation and Fueling of Toronto Limited: Toronto International Airport: CO appointed, 532; settlement, 607.

Eastern Provincial Airways (1963) Limited: CO appointed, 680; settlement, 754.

General Aviation Services Ltd.: Montreal: CO appointed, 176; settlement, 244.

General Aviation Services Ltd.: Toronto: CO appointed, 105.

Quebec North Shore and Labrador Railway Company: CO appointed, 33; CB appointed, 283; CB fully constituted, 347; strike action, 609; strike terminated, 681.

TransAir Limited: St. James, Man.: CB report, Supplement No. 6, 1968, 105; settlement, 105.

TransAir Limited: Winnipeg International Airport: CO appointed, 473.

Intervener, certification applications:

Canadian National Railways (bus and garage service employees, Newfoundland area): representation vote, 344; granted, 530.

Canadian National Railways (garage employees, Newfoundland area): representation vote, 344; 530; rejected, 530; granted, 610.

DONALD MCLEOD (*et al.*)

Intervener, certification application:

Rempel-Trail Transportation Ltd.: rejected, 611.

MAINLAND CABLE SERVICES LIMITED

Certification application:

Electrical Workers: rejected, 32.

MAINTENANCE OF WAY EMPLOYEES, BROTHERHOOD OF  
Dispute:

Quebec North Shore and Labrador Railway Company: CO appointed, 176; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 5, 1969, 609.

McKEE MOVING AND STORAGE CO. LTD.

Certification application:

Teamsters: application for revocation, 531; rejected, 612.

Dispute:

Teamsters: CO appointed, 34; CB appointed; 176; CB fully constituted, 283; CB report, Supplement No. 3, 1969, 402; strike action, 474.

J. C. MALONE AND COMPANY (1959) LIMITED

Certification application:

Office and Professional Employees: 33; representation vote, 243; rejected, 344.

Dispute:

Longshoremen: CO appointed, 607.

MAPLE LEAF MILLS LIMITED

Certification application:

Chemical Workers: 472; granted, 610.

Disputes:

Food and Allied Workers: CO appointed, 680; settlement, 754.

Packinghouse Workers: CB appointed, 34; CB fully constituted, 105; CB report, Supplement No. 1, 1969, 244; strike terminated, 347.

MARC CARRIERE LIMITEE

Intervener, certification application:

Seafarers: withdrawn, 531.

MAHONEY'S EXPRESS LIMITED

Certification application:

Teamsters: 757.

MARTIN, A. G. (*et al.*)

Intervener, certification application:

Office and Professional Employees: granted, 32.

MELCHIN AUTO TRANSPORT LTD.

Certification application:

Teamsters: yardmen, Regina and Saskatoon: 175; granted, 284.

MENSINK, JAN (*et al.*)

Intervener, certification application:

Electrical Workers: representation vote, 32; rejected, 175.

MERIT TRANSPORT LTD.

Certification application:

Teamsters: 531.



# INDEX

## MERRIFIELD TRANSPORT CO. LTD.

### Dispute:

Teamsters: CO appointed, 283; settlement, 346.

## MESSABEC LIMITEE

### Certification application:

Seafarers: 757.

## MESSAGERIE COTIERE LTEE

### Intervener, certification application:

Seafarers: withdrawn, 531.

## MIDWEST DRILLING COMPANY

### Certification application:

Labourers: 612; granted, 756.

## MILLAR AND BROWN LIMITED

### Certification application:

Office and Professional Employees: 284; granted, 400.

### Dispute:

Office and Technical Employees: CO appointed, 346; settlement, 401; CO appointed, 532.

## MINE WORKERS OF AMERICA, INTERNATIONAL UNION, UNITED

### Certification applications:

Hubert Transport Inc.: 175; withdrawn, 175.

Valleyfield Dock and Terminal Co. Limited: District 50: 473; withdrawn, 531.

### Dispute:

Canadian Westinghouse Company Limited: CO appointed, 244; settlement, 283.

### Intervener, certification applications:

Navigation Voyageur Inc.: withdrawn, 284.

Orleans Navigation Inc.: District 50: representation vote, 756.

Tank Truck Transport Limited: granted, 32.

## MONARCH TRANSPORT LTD.

### Dispute:

Truckers and Cartagemen: CO appointed, 754.

## MONCTON BROADCASTING LIMITED

### Certification application:

Broadcast Employees: 401; granted, 610.

## MOTOR TRANSPORT INDUSTRIAL RELATIONS BUREAU OF ONTARIO (INC.)

### Dispute:

Transport Drivers: CO appointed, 283; settlement, 346.

## MOTORWAYS VAN LINES LTD.

### Certification applications:

Teamsters: Security Storage Division, Regina Branch: 284; granted, 344.

Teamsters: Security Storage Division: Edmonton Branch: 284.

# N

## NANAIMO BULLDOZING CO. LTD.

### Certification applications:

Operating Engineers: heavy equipment operators, Yukon Territory: 613; granted, 756.

Teamsters: 612; withdrawn, 613.

## NANAIMO MARINE SERVICES INC.

### Certification application:

Seafarers: 243.

## NAPIERVILLE JUNCTION RAILWAY COMPANY

### Certification application:

Railway, Airline and Steamship Clerks: agents, operators: request for review under Sec. 61 (2): 757.

## NATIONAL COUNCIL OF CANADIAN LABOUR

### Certification application:

Queensway Tank Lines Ltd.: 757.

## NATIONAL HARBOURS BOARD

### Disputes:

National Syndicate of Employees of the Port of Montreal: cold storage warehouse and refrigeration engineers: settlement, 283.

National Syndicate of Employees of the Port of Montreal: general forces, grain elevator and cold storage employees: CO appointed, 532; CB appointed, 608; CB fully constituted, 681.

Public Service Alliance of Canada: administrative staff: Port of Quebec: CO appointed, 33; settlement, 105.

Public Service Alliance of Canada (representing National Harbours Board Police Association, Port of Quebec): CO appointed, 680; settlement, 754.

Public Service Alliance of Canada (Police Association Group, Halifax and Saint John): CO appointed, 283; settlement, 402.

Railway, Airline and Steamship Clerks: Quebec Harbour: CO appointed, 346; settlement, 401.

## NATIONAL SYNDICATE OF EMPLOYEES OF ROD SERVICE (CNTU)

### Dispute:

Rod Service Limited: CO appointed: 176; settlement: 176.

## NATIONAL SYNDICATE OF EMPLOYEES OF THE PORT OF MONTREAL

### Disputes:

National Harbours Board: cold storage warehouse and refrigeration engineers: settlement, 283.

National Harbours Board: Port of Montreal: general forces, grain elevator and cold storage employees: CO appointed, 532; CB appointed, 608; CB fully constituted, 681.

## NAVIGATION VOYAGEUR INC.

### Certification application:

Seafarers: withdrawn, 284.

### Intervener, certification application:

Mine Workers: withdrawn, 284.

# CERTIFICATION AND CONCILIATION PROCEEDINGS

## NEW BRUNSWICK BROADCASTING COMPANY LIMITED

### Dispute:

Broadcast Employees: CHSJ-TV: CO appointed, 33; settlement, 244.

## NEWFOUNDLAND STEAMSHIPS (1965) LIMITED

### Certification application:

Longshoremen: granted, 32.

## 18 CONSTRUCTION CO. LTD.

### Dispute:

Operating Engineers: CO appointed, 473; settlement, 608.

## NOR-CAN CAMP SERVICES LTD.

### Certification application:

Hotel and Restaurant employees: 531; granted, 682.

## NORDAIR LIMITED

### Certification application:

Machinists: flight attendant personnel: 32; granted, 104.

### Dispute:

Air Line Pilots: Montreal International Airport: Boeing 737 Aircraft: CO appointed, 105; settlement, 244.

Air Line Pilots: Montreal International Airport: CO appointed, 346; settlement, 473.

## NORTH CENTRAL AIRLINES, INC.

### Certification application:

Air Line Employees: 400; granted, 610.

## NORTH FRASER HARBOUR COMMISSIONERS

### Dispute:

Canadian Merchant Service Guild, Inc.: CO appointed, 33; settlement, 105.

## NORTH SHIPPING AND TRANSPORTATION LIMITED

### Dispute:

Seafarers: CO appointed, 244; CB not appointed, 347; settlement, 607.

## NORTH SHORE RAILWAY ASSOCIATION

### Certification application:

Quebec North Shore and Labrador Railway Company: revocation, 243.

## NORTH WEST COMMUNITY VIDEO LIMITED

### Certification application:

Electrical Workers: representation vote, 32; rejected, 175.

## NORTHERN ALBERTA RAILWAYS COMPANY

### Certification application:

Railway, Airline and Steamship Clerks: commercial telegraphers: request for review under Sec. 61 (2): 757.

## NORTHERN DISTRIBUTING AND WAREHOUSING LTD.

### Dispute:

Railway, Transport and General Workers: CO appointed, 283; settlement, 473.

## NORTHERN DOCK AND WAREHOUSE CO. LTD.

### Dispute:

Steelworkers: CO appointed, 105; settlement, 176.

## NORTHERN INDUSTRIAL CARRIERS LTD.

### Dispute:

Truckers: CO appointed, 401; CB not appointed, 474.

## O

## OFFICE AND PROFESSIONAL EMPLOYEES' INTERNATIONAL UNION

### Certification applications:

Canadian Freightways Limited: granted, 32.

Gill Interprovincial Lines Ltd.: 243; granted, 284.

Kingsway Freightlines Limited: 472; representation vote, 611; rejected, 683.

J. C. Malone and Company (1959) Limited: 33; representation vote, 243; rejected, 344.

Millar and Brown Limited: 284; granted, 400.

### Disputes:

Atomic Energy of Canada Limited: CO appointed, 754.

Bell Telephone Company of Canada: CO appointed, 283; settlement, 346.

Millar and Brown Limited: CO appointed, 346; settlement, 401.

### Intervener, certification applications:

King, Thomas H.: granted, 32.

Martin, A. G. (*et al.*): granted, 32.

McCool, B. W. (*et al.*): granted, 32.

## OFFICE AND TECHNICAL EMPLOYEES' UNION

### Disputes:

Canadian Freightways Limited: CO appointed, 244; settlement, 346.

Millar and Brown Limited: CO appointed, 532.

## OGILVIE FLOUR MILLS COMPANY LIMITED

### Dispute:

Packinghouse Workers: CB appointed, 34; CB fully constituted, 105; CB report, Supplement No. 1, 1969, 244; settlement, 347.

## OKANAGAN HELICOPTERS LTD.

### Certification application:

Operating Engineers: 345; granted, 530.

## ONTARIO NORTHLAND RAILWAY

### Certification application:

Railway, Airline and Steamship Clerks: dispatchers, operators, linemen, etc.: request for review under Sec. 61 (2): 757.

## OPERATING ENGINEERS, INTERNATIONAL UNION OF

### Certification applications:

Canada Bridge Ltd.: granted, 611.

Canadian Helicopter Overhauls Ltd.: 345; granted, 530.

Gardiner Brothers Construction: 472; granted, 610.

Gifco Western Ltd.: 472; granted, 610.

Gold River Construction Ltd.: 472; granted, 530.



## INDEX

Nanaimo Bulldozing Co. Ltd.: heavy equipment operators, Yukon Territory: 613; granted, 756.  
 Okanagan Helicopters Ltd.: 345; granted, 530.  
 Pacific Terex Ltd.: 757.  
 Strachan Trucking: 613.

### Disputes:

Canadian Arsenals Limited: settlement, 105.  
 Denison Mines Limited: CO appointed, 105; settlement, 346.  
 General Enterprises Ltd.: CO appointed, 473; settlement, 608.  
 G. W. Ledingham (Yukon) Limited: CO appointed, 473; settlement, 608.  
 Liard Construction Company Limited: CO appointed, 473; settlement, 608.  
 918 Construction Co. Ltd.: CO appointed, 473; settlement, 608.  
 Rio Algom Mines (Nordic Mine and Quirke Mine): CO appointed, 34; settlement, 105.

### OPERATIVE PLASTERERS' AND CEMENT MASONS' INTERNATIONAL ASSOCIATION OF THE UNITED STATES AND CANADA

#### Certification application:

General Enterprises Limited: granted, 32.

### ORLEANS NAVIGATION INC.

#### Certification application:

Seafarers: 613; representation vote, 756.

#### Intervener, certification application:

Mine Workers: representation vote, 756.

### OTTAWA ATOMIC WORKERS UNION

#### Dispute:

Atomic Energy of Canada Limited (Commercial Products Division, Ottawa): CO appointed, 401; CB appointed, 608; CB fully constituted, 681.

### OVERSEAS COMMUNICATIONS UNION (CLC)

#### Certification application:

Canadian Overseas Telecommunication Corporation: 757.

## P

### PACIFIC DIAMOND DRILLING COMPANY LTD.

#### Certification application:

Labourers: 531; granted, 682.

### PACIFIC TEREX LTD.

#### Certification application:

Operating Engineers: 757.

### PACIFIC WESTERN AIRLINES LIMITED

#### Dispute:

Air Line Pilots: I.R.F. pilots: CO appointed, 283; settlement, 402.

### PACKINGHOUSE, FOOD AND ALLIED WORKERS, UNITED

#### Disputes:

Maple Leaf Mills Limited: CB appointed, 34; CB fully constituted, 105; CB report, Supplement No. 1, 1969 244; settlement, 347.

Ogilvie Flour Mills Company Limited: CB appointed, 34; CB fully constituted, 105; CB report, Supplement No. 1, 1969, 244; settlement, 347.

Robin Hood Flour Mills: Port Colborne, Ont.: strike terminated, 34.

Robin Hood Flour Mills Limited: Saskatoon, Sask.: CO appointed, 346; settlement, 401.

### RALPH M. PARSONS CONSTRUCTION CO. OF CANADA LTD.

#### Certification application:

Boilermakers: 345; granted, 400.

### PEMBROKE ELECTRIC LIGHT COMPANY LIMITED

#### Dispute:

Electrical Workers: CO appointed, 532; settlement, 607.

### JACK PINE TRUCKING

#### Certification application:

Teamsters: 612.

### PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES *See* UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA

### PORT COLBORNE TUG CO.

#### Certification application:

Canadian Maritime Union: 757.

### PROFESSIONAL TRANSPORT WORKERS' UNION OF CANADA

#### Certification application:

Willms Transport (1964) Ltd.: 345; withdrawn, 473.

#### Dispute:

H. M. Trimble and Sons Limited: CO appointed, 33; settlement, 176.

#### Intervener, certification applications:

Donaghue, William J. (*et al.*): withdrawn, 473.

Rempel-Trail Transportation Ltd.: rejected, 611.

### PUBLIC SERVICE ALLIANCE OF CANADA

#### Certification applications:

Crown Assets Disposal Corporation: granted, 611; 612.

The Royal Canadian Mint: 400; granted, 530.

#### Disputes:

National Harbours Board: National Harbours Board Police Association—Port of Quebec: CO appointed, 680; settlement, 754.

National Harbours Board: Police Association Group, Halifax and Saint John: CO appointed, 283; settlement, 402.

National Harbours Board: Port of Quebec: CO appointed, 33; settlement, 105.

**Q**

**QUEBEC NORTH SHORE AND LABRADOR RAILWAY COMPANY**

**Certification applications:**

- Machinists: Catering Department: request for review, 345; request for review under Sec. 61 (2), 400.
- Machinists: Engineering and Maintenance of Way Departments: request for review under Sec. 61 (2), 400.
- North Shore Railway Association: revocation, 243.
- Steelworkers: 33; rejected, 243.
- United Transportation Union: 472; granted, 611.

**Disputes:**

- Machinists: CO appointed, 33; CB appointed, 283; CB fully constituted, 347; strike action, 609; strike terminated, 681.
- Maintenance of Way Employees: CO appointed, 176; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 5, 1969, 609; settlement, 681.
- Railroad Signalmen: CO appointed, 283; settlement, 754.
- Railroad Trainmen (United Transportation Union): CO appointed, 401.

**QUEENSWAY TANK LINES LTD.**

**Certification application:**

- National Council of Canadian Labour: 757.

**R**

**R E A EXPRESS (CANADA) LTD.**

**Certification application:**

- Railway, Airline and Steamship Clerks: 243; granted, 344.

**RADIO AND TELEVISION EMPLOYEES OF CANADA, ASSOCIATION OF**

**Dispute:**

- Canadian Broadcasting Corporation: CB appointed: 34; CB fully constituted, 176; CB report, 347; settlement, 347.

**RADIO AND TELEVISION WORKERS UNION UNITED (CLC)**

**Certification application:**

- CKAC Limited, 612.

**RADIO ATLANTIC LIMITED**

**Certification applications:**

- Broadcast Employees: 284; granted, 472.
- Theatrical Stage Employees: 284; representation vote, 400; rejected, 472.

**Dispute:**

- Broadcast Employees: CO appointed, 754; representation vote, 400; rejected, 472.

**RAILROAD SIGNALMEN, BROTHERHOOD OF**

**Dispute:**

- Quebec North Shore and Labrador Railway Company: CO appointed, 283; settlement, 754.

**RAILROAD TRAINMEN, BROTHERHOOD OF (UNITED TRANSPORTATION UNION)**

**Dispute:**

- Quebec North Shore and Labrador Railway Company: CO appointed, 401.

**RAILWAY, AIRLINE AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES, BROTHERHOOD OF (AFL-CIO/CLC)**

**Certification applications:**

- Bunge of Canada Limited: 472; granted, 682.
  - Canadian National Railways: Argentia, Nfld.: restaurant personnel: 33; granted, 104.
  - Canadian National Railways: Montreal: agents, operators, etc., mainland: request for review under Sec. 61 (2), 757.
  - Canadian National Railways: Montreal: agents, operators, etc., Newfoundland: request for review under Sec. 61 (2), 757.
  - Canadian National Railways: Montreal: telecommunications line and cable employees: request for review under Sec. 61 (2), 757.
  - Canadian National Railways: St. John's, Nfld.: garage personnel: 175; representation vote, reasons for judgment, Supplement No. 3, 1969, 344; rejected, 530.
  - Canadian Pacific Air Lines, Limited: request for review under Sec. 61 (2), 757.
  - Canadian Pacific Railway Company: Montreal: caretaker agents: request for review under Sec. 61 (2), 757.
  - Canadian Pacific Railway Company: Montreal: line and cable employees: request for review under Sec. 61 (2), 757.
  - Canadian Pacific Railway Company: Montreal: operators, dispatchers, agents: request for review under Sec. 61 (2), 757.
  - Cara Operations Ltd.: 613.
  - Napierville Junction Railway Company: request for review under Sec. 61 (2), 757.
  - Northern Alberta Railways Company: request for review under Sec. 61 (2), 757.
  - Ontario Northland Railway: request for review under Sec. 61 (2), 757.
  - R E A Express (Canada) Ltd.: granted, 243; 344.
- Disputes:**
- Allied Aviation Services Company of Newfoundland, Limited: CO appointed, 680; settlement, 754.
  - Baker, Limited, Albert G.: CO appointed, 531.
  - Bunge of Canada, Limited: CO appointed, 680; settlement, 754.
  - Canada Steamship Lines Limited: CO appointed, 473; settlement, 608.
  - Canadian Pacific Air Lines, Limited: CO appointed, 473.
  - Clarke Steamship Company Limited: CO appointed, 532.
  - Eastern Canada Stevedoring Ltd.: CO appointed, 532.
  - National Harbours Board: Quebec Harbour: 346; settlement, 401.
  - Terminus Maritime Inc.: CO appointed, 532.
- Intervener, certification applications:**
- Canadian National Railways: bus and garage service employees, Nfld. area: representation vote, 344; granted, 530.
  - Canadian National Railways: garage employees, Nfld. area: representation vote, 530; granted, 610.



## INDEX

### RAILWAY CARMEN OF THE UNITED STATES AND CANADA, BROTHERHOOD OF

#### Certification application:

Canadian National Railways (Nfld. area): 345; representation vote, 530; granted, 610.

### RAILWAY EMPLOYEES' DEPARTMENT, DIVISION No. 4

#### Dispute:

Major Canadian Railways (shopcraft unions): settlement, 283.

#### Intervener, certification application:

Canadian National Railways: garage employees, Nfld. area: representation vote, reasons for judgment, Supplement No. 3, 1969, 344; 530; rejected, 530.

### RAILWAY, TRANSPORT AND GENERAL WORKERS, CANADIAN BROTHERHOOD OF

#### Certification application:

AirWest Air Lines Ltd.: 472; granted, 611.

#### Disputes:

Abitibi Provincial Inc.: CO appointed, 283; settlement, 402.

B.C. Towboat Owners' Association: CO appointed, 680.

Canadian National Hotels (Bessborough Hotel): CO appointed, 607; CB appointed, 754.

Canadian National Hotels (Fort Garry Hotel): CO appointed, 680; CB appointed, 755.

Coast Ferries Limited: CO appointed, 346.

Eastern Transport Limited: CO appointed, 283; settlement, 346.

Hendrie and Company Limited: CO appointed, 473; settlement, 681.

Northern Distributing and Warehousing Ltd.: CO appointed, 283; settlement, 473.

### RCA VICTOR COMPANY LTD.

#### Certification application:

RCA Victor Employees' Association: rejected (reasons for judgment), 32.

### RCA VICTOR EMPLOYEES' ASSOCIATION

#### Certification application:

RCA Victor Company Ltd.: rejected (reasons for judgment), 32.

### R E A EXPRESS (CANADA) LIMITED

#### Certification application:

Railway, Airline and Steamship Clerks: 243; granted, 344.

### RED DEER SEED CO. LTD.

#### Certification application:

Meat Cutters: 33; withdrawn, 33; granted, 104.

### REID TOWING COMPANY

#### Certification application:

Seafarers: 243; rejected, 682.

### REIMER EXPRESS LINES INC.

#### Certification application:

Teamsters: 472; withdrawn, 531.

### REMPEL-TRAIL TRANSPORTATION LTD.

#### Certification applications:

Teamsters: employees at Burnaby, B.C.: 612; rejected, 756.

Teamsters: employees at Dawson Creek, B.C.: 612; rejected, 756.

Teamsters: employees at Edmonton, Alta.: 472; rejected, 611.

#### Intervener, certification applications:

Donald McLeod (*et al.*): rejected, 611.

Professional Transport Workers' Union of Canada: rejected, 611.

G. W. Young (*et al.*): rejected, 611.

### RICHARDSON TRANSPORT LTD.

#### Certification application:

Teamsters: 400; granted, 610.

#### Dispute:

Truckers and cartagemen: CO appointed, 754.

### RIO ALGOM MINES LIMITED

#### Dispute:

Operating Engineers: Nordic Mine and Quirke Mine: CO appointed, 34; settlement, 105.

### ROBERT TRANSPORT LIMITEE

#### Dispute:

Transport Drivers, Warehousemen and Helpers: CO appointed, 532; settlement, 754.

### ROBIN HOOD FLOUR MILLS

#### Dispute:

Packinghouse Workers: Port Colborne, Ont.: strike terminated, 34.

Packinghouse Workers: Saskatoon, Sask.: CO appointed, 346; settlement, 401.

### ROD SERVICE LTEE-LTD.

#### Certification application:

Le Syndicat National des Employes de Rod Service (CSN): application for revocation, 473; granted, 612.

#### Dispute:

National Syndicate of Employees of Rod Service (CNTU): CO appointed, 176; settlement, 176.

### THE ROYAL CANADIAN MINT

#### Certification application:

Public Service Alliance of Canada: 400; granted, 530.

### RUPERT DRILLING AND EXPLORATION LTD.

#### Certification application:

Labourers: 531; granted, 682.

## S

### ST. HYACINTHE EXPRESS INC.

#### Dispute:

Transport Drivers: CO appointed, 283; settlement, 346.

## CERTIFICATION AND CONCILIATION PROCEEDINGS

### THE JOHN'S SHIPPING ASSOCIATION LIMITED

#### Certification application:

Longshoremen: granted, 32.

### ASKATCHEWAN TERMINALS LTD.

#### Certification application:

Teamsters: 33; withdrawn, 104.

### SEAFARERS INTERNATIONAL UNION OF CANADA

#### Certification applications:

Canadian Vickers Limited (personnel employed by Jean Bouchard in trust): 284; withdrawn, 531.

Chemainus Towing Co. Ltd.: granted, 32.

Desgagne Transport Inc.: 683.

Kingcome Navigation Company Limited: rejected, 104.

Messabec Limitee: 757.

Nanaimo Marine Service Ltd.: 243.

Navigation Voyageur Inc.: withdrawn, 284.

Orleans Navigation Inc.: 613; representation vote, 756.

Reid Towing Company: 243; rejected, 682.

Southeastern Commonwealth Drilling Co. Ltd.: 284.

#### Disputes:

B.C. Towboat Owners' Association: CO appointed: 680.  
Canadian National Steamship Company Limited: CO appointed, 532.

McAllister Towing Limited: CO appointed, 401; settlement, 473.

North Shipping and Transportation Limited: CO appointed, 244; CB not appointed, 347; settlement, 607.

#### Intervener, certification applications:

Canadian Vickers Limited: withdrawn, 531.

Marc Carriere Limitee: withdrawn, 531.

Messagerie Cotiere Ltee: withdrawn, 531.

### LES SERVICES MENAGERS ROY LTEE

#### Certification applications:

Building Service Employees: representation vote, 531.

Le Syndicat general du cinema et de la television (CSN): 400; representation vote, 531; granted, 610.

### SHERRIDAN PARK ATOMIC ENERGY DRAFTSMEN (CLC)

#### Dispute:

Atomic Energy of Canada Limited: CO appointed, 607;  
CB appointed, 608; CB fully constituted, 681.

### SHIPPING FEDERATION OF CANADA

#### Dispute:

Longshoremen: Montreal, Trois-Rivieres, Quebec City: settlement, 402.

### SMED'S MOVING AND STORAGE LIMITED

#### Dispute:

Teamsters: CO appointed, 33; CB appointed, 283; CB appointed, 347; CB report, Supplement No. 4, 1969, 474; strike action, 532; strike terminated, 609.

### JOHN A. SNOW

#### Dispute:

Warehouse and Miscellaneous Drivers: CO appointed, 244; dispute lapsed, 681.

### SOO-SECURITY MOTORWAYS LTD.

#### Certification application:

Teamsters (Locals 362, 395, 979, 990): 175; granted, 344.

#### Dispute:

Teamsters: CO appointed, 473; settlement, 607.

### SOUTHEASTERN COMMONWEALTH DRILLING CO. LTD.

#### Certification application:

Seafarers: 284.

### SPRUCELEIGH FARMS (DIVISION OF CANADA PACKERS)

#### Certification application:

Grain Millers, American Federation of: 613; granted, 682.

### STEARNS-ROGER CANADA LTD.

#### Certification application:

Plumbing and Pipe Fitting Industry: 613.

### STEELWORKERS OF AMERICA, UNITED

#### Certification applications:

Agnew Lake Mines Limited: 400; representation vote, reasons for judgment, Supplement No. 5, 1969, 611.

Anvil Mining Corporation Limited: request for review lapsed, 345.

Cassiar Asbestos Corporation Limited: granted, 32.

Louis Dreyfus (Canada) Limited: 33; withdrawn, 33; granted, 175.

Quebec North Shore and Labrador Railway Company: 33; rejected, 243.

Valleyfield Dock and Terminal: 683.

#### Disputes:

Agence Maritime Inc.: CO appointed, 401.

Anvil Mining Corporation Limited: CO appointed, 34; settlement, 283.

Clarke Steamship Company Limited: CO appointed, 401.

Cominco Ltd. (Con and Rycon Operation): settlement, 105.

Cominco Ltd. (Pine Point Operations): settlement, 283.

Denison Mines Limited: CO appointed, 105.

Denison Mines Limited: Office and Technical Unit: CO appointed, 244; settlement, 346.

Eastern Canada Stevedoring (1963) Limited: CO appointed, 401.

Eldorado Nuclear Limited (Beaverlodge Operation): settlement, 283.

Giant Yellowknife Mines Limited: settlement, 34.

Northern Dock and Warehouse Co. Ltd.: CO appointed, 105; settlement, 176.

Terminus Maritime Inc.: settlement, 473.

#### Intervener, certification application:

Agnew Lake Mines Limited: representation vote, 611; reasons for judgment.



STRACHAN TRUCKING

- Certification application:
- Operating Engineers: 613.

SUNWAPTA BROADCASTING LIMITED

- Certification application:
- CFRN Radio and Television Employees' Association: 175; granted, 284.

SWIFT CANADIAN COMPANY LIMITED

- Certification application:
- Meat Cutters: 757.

LE SYNDICAT GENERAL DU CINEMA DE LA TELEVISION (CSN)

- Certification application:
- Les Services Menagers Roy Ltee: 400; representation vote, 531; granted, 610.

LE SYNDICAT NATIONAL DES DEBARDEURS DES QUAIS DE BAIE COMEAU (CSN)

- Dispute:
- Terminus Maritime Inc.: CO appointed, 532; settlement, 607.

LE SYNDICAT NATIONAL DES EMPLOYES DE ROD SERVICE (CSN)

- Certification application:
- Rod Service Ltee-Ltd.: application for revocation, 473; granted, 612.

LE SYNDICAT NATIONAL DES EMPLOYES DE LA VOIX DE L'EST (CSN)

- Certification applications:
- Gendreau, Luc and Boisseau, Jean Louis: request for review under Sec. 61 (2), 531.
- La Voix de l'Est Ltee (Radio Station CHEF): request for review under Sec. 61 (2), 531; request for review under Sec. 61 (2) denied, 612.

SYNDICAT NATIONAL DES EMPLOYES DE S.C.H.L. (CSN)

- Certification applications:
- Central Mortgage and Housing Corporation (Terrasse Villeray, Montreal): 284; granted, 344.
- Central Mortgage and Housing Corporation (Place Benoit, Ville St-Laurent): 284; granted, 344.

SYNDICAT NATIONAL DES EMPLOYES DU TRANSPORT POSTAL (CSN)

- Certification application:
- G. Lapalme Inc.: 613; granted, 756.

SYNDICAT NATIONAL DES TRAVAILLEURS DES ELEVATEURS A GRAIN (CSN)

- Certification application:
- Louis Dreyfus Canada Limited: 104; rejected, 175.
- Intervener, certification application:
- Louis Dreyfus (Canada) Limited: granted, 175; representation vote, 175.

T

TANK TRUCK TRANSPORT LIMITED

- Certification application:
- Teamsters: granted, 32.
- Dispute:
- Truck Drivers; Teamsters; Transport Drivers; CO appointed, 283; settlement, 346.
- Intervener, certification application:
- Mine Workers: granted, 32.

TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, INTERNATIONAL BROTHERHOOD OF

- Certification applications:
- B.D.C. Ltd.: representation vote, 175; rejected, 243.
- Borisko Brothers Limited: 345; granted, 530.
- Buffalo Express Lines Limited: 33; withdrawn, 104.
- W. D. Calderone: 345; representation vote, 531; rejected, 611.
- Canada Bridge Ltd.: 472; granted, 611.
- Curry Moving and Warehousing Ltd.: application for revocation, 613.
- Fast Freight Service Ltd.: 32; withdrawn, 33.
- Fleet Express Lines Ltd.: application for revocation, 243; revocation granted, 284.
- Frederick Transport Limited: 284.
- Frederick Trucking Limited: 284.
- Grimshaw Trucking and Distributing Ltd.: 473; representation vote, 611; granted, 756.
- Heinrichs Bros. Transport Co. (Heinrich Bros. Holding Co. Ltd.): 400; withdrawn, 401.
- Hubert Cartage Inc.: 613; granted, 756.
- Industrial Carriers Ltd.: 33; withdrawn, 104.
- Inter-City Transport Limited (garage employees): 472; granted, 530.
- Kent Driver Services Limited: 284; granted, reasons for judgment, Supplement No. 4, 1969, 400.
- Robert Laflamme (*et al.*): application for revocation 613; application for revocation granted, 756.
- M & B Enterprises Ltd.: representation vote, 32; rejected, 104.
- Melchin Auto Transport Ltd. (yardmen, Regina and Saskatoon): 175; granted, 284.
- McKee Moving and Storage Co. Ltd.: application for revocation, 531; rejected, 612.
- McCamon, W. O. (*et al.*): application for revocation 531; rejected, 612.
- Maroney's Express Limited: 757.
- Merit Transport Ltd.: 531.
- Motorways Van Lines Ltd. (Security Storage Division Edmonton Branch): 284.
- Motorways Van Lines Ltd. (Security Storage Division Regina Branch): 284; granted, 344.
- Nanaimo Bulldozing Co. Ltd.: 612; withdrawn, 613.
- Jack Pine Trucking (Jack Lepine): withdrawn, 612; 756.
- Reimer Express Lines Ltd.: 472; withdrawn, 531.

# CERTIFICATION AND CONCILIATION PROCEEDINGS

Rempel-Trail Transportation Ltd. (employees at Burnaby, B.C.): 612; rejected, 756.

Rempel-Trail Transportation Ltd.: (employees at Dawson Creek, B.C.): 612; rejected, 756.

Rempel-Trail Transportation Ltd.: (employees at Edmonton, Alta.): 472; rejected, 611.

Richardson Transport Ltd.: 400; granted, 610.

Saskatchewan Terminals Ltd.: 33; withdrawn, 104.

Soo-Security Motorways Ltd.: Locals 362, 395, 979, 990: 175; granted, 344.

Tank Truck Transport Limited: granted, 32.

Tudhope Cartage Limited: 243; vote ordered, 472; rejected, 611; request for review under Sec. 61 (2), reasons for judgment, Supplement No. 6, 1969, 612.

Veteran Transfer Ltd.: 104; granted, 243.

Western Expressways Ltd.: 33; granted, 175.

Westmount Moving and Warehousing Ltd.: granted, 32.

## Disputes:

Bolduc Explosives Transport Limited: CB not appointed, 34; strike action, 34; strike terminated, 105.

Camirand Cartage Limited: settlement, 34.

Canadian Transit Company: CO appointed, 105; settlement, 244.

East West Transport Ltd.: CO appointed, 105.

Empire Freightways Ltd.: CB fully constituted, 34; settlement, 176.

Kent Driver Services Limited: CO appointed, 532; CB not appointed, 609.

Lakehead Freightways Limited: CO appointed, 176; CB not appointed, 402; strike action, 402.

McKee Moving and Storage Company Ltd.: CO appointed, 34; CB appointed, 176; CB fully constituted, 283; CB report, Supplement No. 3, 1969, 402; strike action, 474.

Merrifield Transport Co. Ltd.: CO appointed, 283; settlement, 346.

Smeed's Moving and Storage Limited: CO appointed, 33; CB appointed, 283; CB fully constituted, 347; CB report, Supplement No. 4, 1969, 474; strike action, 532; strike terminated, 609.

Soo-Security Motorways Ltd.: CO appointed, 473; settlement, 607.

Tank Truck Transport Limited: CO appointed, 283; settlement, 346.

Trove Transport Limited (maintenance division) (Ottawa): settlement, 244.

Trove Transport Limited (maintenance division) (Pembroke): settlement, 244.

## ELEGRAPH WORKERS, UNITED

### Certification application:

Canadian National Railways (Telecommunications Department): 401; withdrawn, 613.

## TERMINUS MARITIME INC.

### Certification application:

Longshoremen: 683.

### Disputes:

Railway and Steamship Clerks: CO appointed, 532.

Steelworkers: settlement, 473.

le Syndicat National des Debardeurs des quais de Baie Comeau (CSN): CO appointed, 532; settlement, 607.

## THEATRICAL STAGE EMPLOYEES AND MOTION PICTURE MACHINE OPERATORS OF THE UNITED STATES AND CANADA

### Certification application:

Radio Atlantic Limited: 284; representation vote, 400; rejected, 472.

### Dispute:

Cape Breton Broadcasters Limited (Radio Stations CJCB and CJCX): CO appointed, 401; settlement, 473.

## THREE RIVERS SHIPPING COMPANY LIMITED

### Dispute:

Longshoremen: CO appointed, 607.

## TORONTO HARBOUR COMMISSIONERS

### Dispute:

Public Employees: CO appointed, 346; settlement, 473.

## TRANSAIR LIMITED

### Certification application:

Machinists: request for review under Sec. 61 (2): 531.

### Disputes:

Machinists: St. James, Man.: CB report, Supplement No. 6, 1968, 105; settlement, 105.

Machinists: Winnipeg, Man.: CO appointed, 473; settlement, 607.

## TRANSOL INC.

### Certification application:

Canadian Union of Public Employees: 104.

## TRANSPORT DRIVERS, WAREHOUSEMEN AND HELPERS' UNION

### Disputes:

Motor Transport Industrial Relations Bureau of Ontario (Inc.): CO appointed, 283; settlement, 346.

Robert Transport Limitee: CO appointed, 532; settlement, 754.

St. Hyacinthe Express Inc.: CO appointed, 283; settlement, 346.

Tank Truck Transport Limited: CO appointed, 283; settlement, 346.

Transport Frontenac Ltee: CO appointed, 176.

## TRANSPORT FRONTENAC LTEE

### Dispute:

Transport Drivers: CO appointed, 176.

## H. M. TRIMBLE AND SONS LIMITED

### Dispute:

Professional Transport Workers Union of Canada: CO appointed, 33; settlement, 176.

## TROVE TRANSPORT LIMITED

### Disputes:

Teamsters: maintenance division: Pembroke: settlement, 244.

Teamsters: maintenance division: Ottawa: settlement, 244.



## INDEX

### TRUCKERS, CARTAGEMEN, CONSTRUCTION AND BUILDING MATERIAL EMPLOYEES

#### Disputes:

MacCosham Van Lines (Calgary) Ltd.: CO appointed, 244; settlement, 347.

MacCosham Van Lines (Edmonton): CO appointed, 244; settlement, 244.

Monarch Transport Ltd.: CO appointed, 754.

Northern Industrial Carriers Ltd.: CO appointed, 401; CB not appointed, 474.

Northern Industrial Carriers Ltd.: CO appointed, 401; CB not appointed, 474.

Richardson Transport Ltd.: CO appointed, 754.

Veteran Transfer Ltd.: CO appointed, 346.

Western Cartage and Storage (1962) Ltd.: CO appointed, 283; settlement, 346; CB not appointed, 347.

### TUDHOPE CARTAGE LIMITED

#### Certification application:

Teamsters: 243; vote ordered, 472; rejected, 611; request for review under Sec. 61 (2), reasons for judgment, Supplement No. 6, 1969, 612.

#### Intervener, certification application:

Epps, Bruce: vote ordered, 472; rejected, 611; request for review under Sec. 61 (2), 612.

### H. TURBIS STEVEDORING

#### Certification application:

Longshoremen: Port of Quebec: 683.

## U

### UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA

#### Certification application:

Stearns-Roger Canada Ltd.: employees in Yukon and Northwest Territories: 613.

### UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, INTERNATIONAL UNION *See* AUTO WORKERS

### UNITED MINE WORKERS OF AMERICA *See* MINE WORKERS OF AMERICA, UNITED

### UNITED TRANSPORTATION UNION *See also* RAILROAD TRAINMEN, BROTHERHOOD OF

#### Certification applications:

Canadian National Railways (bus service personnel, Nfld. area): 175; representation vote, 344.

Canadian National Railways (garage employees, Nfld. area): representation vote, 530; granted, 610.

Quebec North Shore and Labrador Railway Company: 472; granted, 611.

#### Disputes:

Canadian National Railways: settlement by mediation, 347.

Canadian Pacific Railway: settlement by mediation, 347.

Quebec North Shore and Labrador Railway Company Railroad Trainmen, Brotherhood of: CO appointed, 401.

#### Intervener, certification application:

Canadian National Railways (garage employees, Nfld. area): representation vote, 530; rejected, 530.

### UPPER LAKES SHIPPING LTD.

#### Certification application:

Canadian Labrador Congress (Federal Union 23736) 33; granted, 104.

#### Disputes:

Canadian Labour Congress (Federal Union 23736) Grain Elevator Division: CO appointed, 401.

Goderich Elevator and Transit Company Limited: Federal Union 23736: CO appointed, 401.

## V

### VALLEYFIELD DOCK AND TERMINAL CO. LIMITED

#### Certification application:

Mine Workers: 473; withdrawn, 531.

Steelworkers: 683.

### VANCOUVER HARBOUR EMPLOYEES' ASSOCIATION (ILA)

#### Certification application:

Empire Shipping Company Limited: 345; granted, 400.

### VETERAN TRANSFER LTD.

#### Certification application:

Teamsters: 104; granted, 243.

#### Dispute:

Truckers and Cartagemen: CO appointed, 346.

### VICTORIA CABLEVISION LTD.

#### Certification application:

Electrical Workers: 104; granted, 175.

### LA VOIX DE L'EST LTEE (RADIO STATION CHEF)

#### Certification application:

Le Syndicat National des employees de la Voix de l'E (CSN): request for review under Sec. 61 (2), 530; request for review under Sec. 61 (2), 612.

## W

### WAREHOUSEMEN AND MISCELLANEOUS DRIVERS

#### Disputes:

H. W. Bacon Limited: CO appointed, 283; CB appointed, 347; CB fully constituted, 402; CB report, Supplement No. 6, 1969, 609; settlement, 681.

John N. Brocklesby Transport Limited: CO appointed, 473.

John A. Snow: CO appointed, 244; dispute lapsed, 683.

### FRED WELSH ANTENNA SYSTEMS LIMITED

#### Certification application:

Electrical Workers: rejected, 32.

CERTIFICATION AND CONCILIATION PROCEEDINGS

WESTERN CARTAGE AND STORAGE (1962) LTD.

Dispute:

Truckers: CO appointed, 283; settlement, 346; CB not appointed, 347.

WESTERN EXPRESSWAYS LTD.

Certification application:

Teamsters: 33; granted, 175.

WESTERN ONTARIO BROADCASTING CO. LTD.

Certification application:

Broadcast Employees: request for review under Sec. 61 (2), 175; request granted, 284.

WESTERN STEVEDORING CO. LTD.

Certification application:

Longshoremen and Warehousemen: 683.

WESTMOUNT MOVING AND WAREHOUSING LTD.

Certification application:

Teamsters: granted, 32.

WHITE PASS HOTELS LIMITED

Certification application:

Beverage Dispensers: Edgewater Hotel (Tavern): 400.

WHITEHORSE WELDING

Certification application:

Boilermakers: 33; granted, 175.

WILLMS TRANSPORT (1964) LTD.

Certification application:

Professional Transport Workers: 345; withdrawn, 473.

WINNIPEG FLYING CLUB

Certification application:

Instructors' Association: 243; granted, 344.

WINNIPEG FLYING CLUB INSTRUCTORS' ASSOCIATION

Certification application:

Winnipeg Flying Club: 243; granted, 344.

Y

G. W. YOUNG (*et al.*)

Intervener, certification application:

Rempel-Trail Transportation Ltd.: rejected, 611.

YUKON BUILDERS EXCHANGE

Dispute:

Carpenters and Joiners: 16 construction companies:  
CO appointed, 473; settlement, 608.





# about gazette

Canada Department of Labour/January 1969



1919-1969





# Canada Department of Labour Publications

---

*Annual Report of the Department of Labour* (Covers fiscal year ending March 31) (English or French). Cat. No. L1-1966.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1967.

*Industrial and Geographic Distribution of Union Membership in Canada, 1966.* (English or French). Price 15 cents, Cat. No. L31-766.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1966.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00 (Bilingual). Cat. No. L2-549.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price \$4.50, Cat. No. L31-967F.

*The Behaviour of Canadian Wages and Salaries in the Postwar Period.* 1967. A graphic presentation. Price \$1.50, Cat. No. L41-567.

*Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal.* 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price \$2.50, Cat. No. L41-667.

*Payment Systems and their Development in the Railway Running Trades.* 1968. By Maxwell Flood. Price \$1.25, Cat. No. L41-768.

(Continued on inside back cover)



# labour gazette

Vol. 69, No. 1, January 1969

Official Journal  
Canada  
Department of Labour



Hon. Bryce Mackasey  
Minister

Hon. Douglas Love  
Deputy Minister

## Editorial Staff

*Editor in Chief*  
W. S. DRINKWATER

*Editor*  
JACK E. NUGENT

*Assistant Editor*  
FRANK L. DUBERVILL

*Editor, French Edition*  
GEORGES D'ASTOUS

*Circulation Manager*  
J. E. ABBEY

## Over Photograph

Members of an agricultural co-operative in Chile learn about mechanized farming from an ILO instructor. Some 15 ILO experts are taking part in an operation, the object of which is to upgrade the skills of 50,000 workers a year.

ILO Photo

Published Monthly in English and French

**CORRESPONDENCE**—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager.  
**SUBSCRIPTIONS**—Canada: \$3 per year, single copies 50 cents each; all other countries: \$5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, c/o Superintendent of Government

## CONTENTS

- 2 New Year Messages
- 5 Department of Labour Today
- 6 Federations of Labour: Annual Conventions
- 12 Strikes in the U.S. Public Sector
- 13 Are There Alternatives?
- 14 Momentum for the Future
- 15 Knock on Any Door
- 16 Labour Relations Legislation in 1967-68 — Part II
- 19 Labour Standards Legislation in 1967-68
- 24 Wage Schedules
- 25 News Briefs
- 50th Anniversary of the ILO
- 28 50 Years Ago
- 29 Legislation Branch
  - Legal Decisions Affecting Labour
- 32 Certification before the CLRB
- 33 Conciliation before the Minister of Labour
- 35 Labour-Management Consultation Branch
- 36 Women's Bureau
- 37 Older Workers
- 38 Manpower Utilization Branch
- 39 Railway Arbitration: Cases 117-119
- 40 Decisions of the Umpire
- Employment Review for October
- 41 Price Indexes
- 42 Unemployment Insurance Report — August
- 43 Library List No. 238
- 47 Statistics Section; Current Labour Statistics

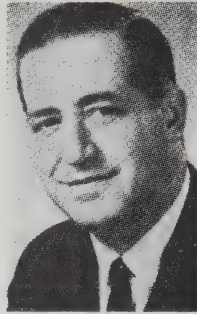
Indexed in the Canadian Periodical Index

Publications, Ottawa. All subscriptions payable in advance. **SPECIAL GROUP SUBSCRIPTION OFFER**—Five or more annual subscriptions, \$1.50 per subscription (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. **BOUND VOLUMES**—\$5 per copy delivered in Canada, \$7 per copy to other countries. **CHANGE OF ADDRESS**—Attach previous address label.



**By Hon. Bryce Mackasey**

*Minister  
Canada Department of Labour*



NFB Photo

## PEOPLE, THE PARAMOUNT CONSIDERATION

**T**HERE is something about the Christmas season that motivates man to ask himself whether or not he is fulfilling his concept of charity, of tolerance and of understanding for his fellow man.

Unfortunately, as we all realize, very few of us extend this concern beyond the festive season. As Canadians we do not translate this concern into action. Too often, we refuse to participate in the dialogue that must precede meaningful action that can improve the lot of the less fortunate.

We can very well ask ourselves whether we practise discrimination in our daily lives either consciously or unconsciously. Do we refuse to hire someone because he or she is over the age of 40? Do we or do we not refuse to hire someone because he or she is of a different color, or religion or ethnic origin?

When we approach the bargaining table, are we reasonable in our demands? Are we too inflexible in our refusals? Do we appreciate the problems of those not

present at the bargaining table—particularly the older people on fixed incomes?

Have we a right to reject the concept that the future of this country could very well depend on management, labour and government sitting down and planning our industrial growth—a growth that could bring untold wealth, prosperity and security to all in this country of almost unlimited possibilities?

This is what the Canada Department of Labour is all about. We exist not simply to settle strikes, but to prevent them. We exist to stamp out discrimination in employment practices. We exist to provide the medium of communication so badly lacking in industrial relations in Canada today.

We want to hasten technological change to improve productivity and thus ensure our competitive position in the world, but we want to make certain these necessary changes are introduced with a minimum of disruption and with a maximum of effect.

But always, people are the paramount consideration. There is no aspect of the Department's work that is not concerned with people, with people as individuals and with the organizations that represent them. And there is not a single one of our activities that does not depend for success on tolerance, understanding and good will between people.

I am optimistic for the future of this country. My Department wants to contribute to that great future. As a relatively new Minister, I am proud of the Department of Labour, proud of its staff, and dedicated to the principles for which it has stood in the past and to the even more significant role it will play in the future.

We Canadians can build a just society if we really want to, if we think and act wherever we find ourselves, in a way that reflects the warmth of Christmas and hope of New Year's.

My sincere best wishes to you all for 1969.

# Messages

## THE CHALLENGES TO BE FACED



By Donald MacDonald

*President  
Canadian Labour Congress*

WE are now at the end of a year that has been significant in many ways, and which has presented us with many challenges that remain to be met in 1969. There has been proper concern with developments, both actual and possible, in many areas outside our own country. But, without neglecting our responsibilities abroad, we must recognize that there are great needs to be met within our own borders. If we fail in this respect, then we will have failed in our total responsibility, and we must be prepared to accept the consequences.

One of the outstanding developments of the year has been a public recognition of the fact that poverty is prevalent in Canada to an alarming extent. This is not by any means a new development; but the official recognition that it exists to such a degree has not previously been evident. There are other problems facing the Canadian people that have not yet been accorded such recognition.

One of these is unemployment. It seems to have been characteristic of governments in recent years to have become so absorbed with an almost fanatical fear of inflation that they almost disregard the plight of the unemployed. Meantime, the number of Canadians in this category has grown. It is now admitted by many competent authorities, if not by the Government, that we face a serious situation with

regard to the number of people who are without work. The upturn in unemployment figures had been significantly above average. Mid-October figures showed that 288,000 men and women in Canada were without jobs. Seasonal patterns lead us to expect that this figure will increase considerably before there is any downturn.

The Government's comparative silence in regard to this situation is hard to understand. At the same time, those who are at work but who are in the lower income groups find themselves discriminated against. These are people who have the greatest need of expanded social services; and yet they are told that the federal Government proposes withdrawing from its oft-proclaimed medicare program.

Recently introduced tax increases place an unfair burden on low-income families. And, on the heels of this discriminatory action, came a hint from the highest authority that further steps may be planned to favour higher-income groups. The report of the Royal Commission on Taxation, on which the Government has still to act in any major degree, clearly pointed out the inequities that exist under our present tax system. The Commission was clear in its recommendation that the entire taxation system should be overhauled, in order to relate taxes more directly to the ability to pay. The adoption of such proposals as these would give

some substance to the idea of a "Just Society." The labour movement in Canada, as in many other countries, has long struggled to create a just society and it has often been — and sometimes continues to be — a bitter struggle.

In Canada, union membership now stands at an all-time high; and, simultaneously, many other groups are strengthening their organizations and adopting trade union methods. Some economic progress has been made, though in past months this has frequently been misrepresented in an effort to suggest that union activity has been a disruptive force in the economy. Wage gains by Canadian workers has been grossly exaggerated.

There is also, all too frequently, an unrealistic view of the effect of strikes. During September, for example, unemployment caused more loss of working time in a day and a half than strikes did in the entire month. At the same time, strong forces have come into play in an attempt to interfere with the democratic right of workers to belong to organizations that can effectively engage in collective bargaining. Should these anti-labour forces succeed, democracy itself would be most seriously weakened.

In the year ahead, organized labour will have to strengthen and expand its efforts to protect the interests of and gain a better life for all Canadians.



# 1968: EXCITING AND EXACTING

THE Canadian Railway Labour Executives' Association once again welcomes this opportunity to extend fraternal greetings and sincere good wishes to all members and their families.

The year 1968 has been an exciting and somewhat exacting year, fraught with events of great significance for the welfare of our people. It could be said that this was the year CRLEA came of age with the establishment of a permanent head-

---

**By Charles Smith**

Chairman  
Canadian Railway Labour Executives' Association

---

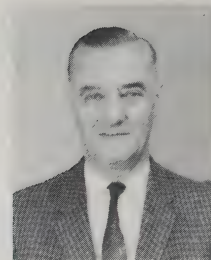
quarters office and staff in Ottawa and a full-time Executive Secretary. The steady development of CRLEA is indicative of the genuine desire of all affiliates to work together in promoting the best interests of those engaged in the transportation industry.

The effectiveness of joint co-operative effort has been proved by the success of the legislative committee of CRLEA in its many activities during the year, and the

recognition afforded this important committee by the Government. Its perseverance in the clarification of jurisdiction regarding safety and sanitary conditions for all employees is now showing good results, and problems in this area should be resolved in the very near future.

The general election of 1968 resulted in a mandate to the Liberal Government to implement a "just society;" this will be watched with a great deal of interest by our membership. Our objectives are decent housing for our people, improved working conditions, adequate pay for labour, and security on retirement. Our utmost co-operation is being devoted to attainment of these goals.

In the international field, through the instrument of the International Transport Federation, we are working with all those who strive to promote democracy in fact as well as in word in the developing countries of the world. We view with great concern the imposition of a military dictatorship in Greece, a country known as the birthplace of democracy, where today free trade unions can no longer operate. The same condition exists in Argentina, where trade union leaders are



Smith

imprisoned for daring to espouse the cause of freedom of speech. Surely we cannot afford complacency when we view these developments. The seething unrest in so many countries should strengthen our resolve to keep our unions in the forefront of progress so that agitators can find no feeding ground for their propaganda in our country.

Recognition by both management and labour of the problems resulting from technological change has been much in evidence during the past year, and some progress has been made in providing protection against adverse effects. Much remains to be done in this matter, and we await with interest the report of the Prime Minister's Task Force on Labour Relations, which will surely have something to recommend in this field.

May the year 1969 be one of continued progress in establishing happiness and, above all, security for all our people.

## A SECOND FRONT IN '69

TO each and every plant, factory or yard worker, to each and every office employee, to management personnel, to professionals, to salaried professional workers, to each and every public and private sector wage earner, may I, on behalf of the Confederation of National

---

**By Marcel Pepin**

President  
Confederation of National Trade Unions

---

Trade Unions, extend our best wishes for the year 1969.

It goes without saying, however, that we extend our wishes more particularly to those whom the present regime subjects to unemployment and poverty, to all social welfare recipients, to all those deprived of advantages derived from trade unionism, to the hundreds of thousands of low-paid workers, to those whose job is not protected, and to those who, in some way or another, are being

exploited by profiteers of all kinds because the present system multiplies the means at their disposal to do so.

Our wishes would be but mere words were they not accompanied with the will, on the part of the labour world, to mobilize in order to systematically contest the causes of social ills, and in order to exert a strong effort for direct action against those causes. The CNTU has just launched the idea of a "second front". It will take the form of common action against the countless methods by which people are openly exploited away from work places, where social injustice has free rein. Democracy must literally invade vast areas where labour is subjected to the machinations of those who, in the absence of democratic control, could dominate the economy, credit, the labour market, services, prices, capital, communications and occupations. The second-front program, from which political action is not excluded, will begin in 1969.

Among our resolutions for the New Year are those we make for intensifying

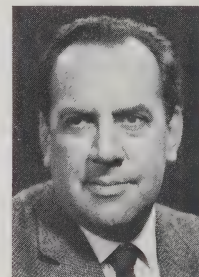


Photo by Jean-Louis Fren

Pepin

joint action by the people, for the working class will never realize its ambitions for greater social justice and a happier life unless it is willing to make great and sustained efforts toward that end. Fully understanding this, we can then wish warmly to one another and to each other, in the fellowship of militant workers, and as custom will have it, a Happy New Year. Speaking on behalf of workers who exchange wishes among themselves, I therefore wish to all workers, on behalf of the CNTU and on my own behalf, a fruitful year of work and of democratic struggle, as well as the realization of their wish for a better fate, which we shall have built together with our own hands.

## Douglas Love Named Deputy Minister



J. Douglas Love

J. Douglas Love, 42, was appointed Deputy Minister of Labour by the Prime Minister on November 28, 1968. Mr. Love succeeded Dr. George V. Haythorne at the beginning of January. Mr. Haythorne had been Deputy Minister since February, 1961.

Since the summer of 1965, Mr. Love had been Assistant Secretary (Personnel) of the Treasury Board. In this capacity, he was responsible for developing policy in personnel management and, in particular, policies concerning the role of the government as employer at the bargaining table.

Mr. Love graduated from the University of Toronto in 1949 and joined the Canada Department of Labour. In the department, he worked in the Office of the Deputy Minister, the Industrial Relations Branch, and the Economics and Research Branch. For a short time, he was on the staff of the *LABOUR GAZETTE*. In 1957, he moved to the (then) Civil Service Commission to help in the formation of the Pay Research Bureau, where he became assistant director. He was attached part-time to the staff of the Royal Commission on Government Organization in 1961.

Mr. Love was appointed Special Assistant to the Chairman of the Civil Service Commission in 1963, and from October 1964 to August 1965 he served as director of the Commission's Bureau of Classification Revision.



George V. Haythorne

## Dr. Haythorne Appointed to Undertake Special Assignment for the Government

Dr. George V. Haythorne, Deputy Minister of Labour since February 1961, will soon be undertaking a special assignment, announced by Prime Minister Trudeau on November 28, 1968. In his new position, in which he will be associated temporarily with the Department of Consumer and Corporate Affairs, Mr. Haythorne will be preparing for the establishment of the Government's proposed prices and incomes review board.

Before joining the Department of Labour in 1942, Mr. Haythorne was secretary of the Nova Scotia Economic Council. Until 1948, he was associate director of National Selective Service, and for the next five years served as director of the department's Economics and Research Branch. He was Assistant Deputy Minister of Labour from 1953 until his appointment as Deputy Minister in 1961.

Mr. Haythorne was born in Edmonton in 1909. He attended the University of Alberta where he received his M.A. in economics in 1932. He then pursued post-graduate works in economics at Harvard University, after which he received a social science research fellowship at McGill University in 1933. He attended

the School of International Studies at Geneva in 1935. During a leave of absence from the Department of Labour in 1948, he returned to Harvard University on a Guggenheim Fellowship and received his Ph.D in economics there in 1949.

Mr. Haythorne has been active in the affairs of the International Labour Organization throughout most of his career with the Department of Labour. He was chairman of an ILO productivity committee in 1952, and he has been the Canadian Government's representative on the Governing Body of the ILO since 1956. He served as the body's chairman in 1964-65, as well as heading the Canadian delegation to the ILO on a number of occasions since 1957.

Mr. Haythorne was president of the Canadian Agricultural Economics Society in 1954-55, and of the Canadian Association of Administrators of Labour Legislation in 1966-67. He is the author of *Land and Labour*, a social survey of agriculture and farm labour market in Central Canada, published by the Oxford University Press in 1941 and of *Labor in Canadian Agriculture*, published by the Harvard University Press in 1960.



# Federations of Labour: Annual Conventions

Ontario

British Columbia

Alberta

Saskatchewan

Nova Scotia

Prince Edward  
Island

Newfoundland

A province-wide general strike, militant demonstrations and civil disobedience were urged by delegates to the annual convention of the Ontario Federation of Labour to fight the recommendations by the Rand royal commission. The convention was held in London, Ont., from November 4 to 6, 1968.

Delegates confined themselves to adopting a resolution that calls for an active campaign against the Rand Report recommendations (L. G., Dec. 1968, p. 686). OFL President David Archer told delegates that the Federation couldn't call a

legislate a charter of labour rights. These rights would include the freedom to:

- assemble, strike and picket;
- consult and negotiate with management collectively through the trade unions on all matters arising out of technological changes before the changes are introduced;
- strike during the term of a collective agreement;
- protect the safety and health of workers on the job; and
- leisure, higher education and proper training for new jobs while receiving an adequate income at all times.

## Ontario

general strike; it is a decision, he said, that only the affiliated unions themselves could take. But Mr. Archer promised that he would call a meeting of the OFL's executive council, including heads of district labour councils and top union officers, to decide on action.

Earlier, Ontario Labour Minister Dalton Bales called the Rand Report, "a sincere effort of a public-spirited and distinguished citizen to put forward solutions that, in his opinion, are calculated to solve the problems that confront us." Although the Government will take into consideration the opinions of labour and management on the subject, he said, the Government will use the recommendations of Mr. Rand along with other studies as a combination of resources on which to base decisions. If union officials don't like the report, then they should "put forward their realistic measures which they believe would improve the situation."

Following up its opposition to the Rand Report, the OFL passed a resolution urging provincial and federal governments to

In other resolutions passed, the OFL called for: a minimum wage of \$2.25 an hour for all workers; implementation of the Hall-Dennis report on education in Ontario; free post-secondary school education, and government restrictions on construction of houses for upper-income groups until public housing needs are met. The Federation rejected a plea from the Hotel and Restaurant Employees' Union that employers be required to provide safe transportation home for female night-shift workers. William Kowalchuck, of Toronto, pleaded for special consideration for bunny girls. The resolution was voted down on the recommendation of the executive, as women are seeking equal rights, not special considerations.

Delegates became more animated over the issue of overtime and the right of workers to refuse to work beyond the hours set out in legislation. Some of them were concerned that some arbitrators allow collective agreements permitting unrestricted overtime to supersede the Hours of Work Act. The resolution asked for: establishment of a 40-hour workweek; a limit on overtime to 100 hours per year in excess of the 40 hours per week; that overtime be made voluntary and pay of time and a half for work after

## Rebel Ontario Group Becomes CUPE Local

CUPE is trying to promote the organization of all Ontario public employees. During the OFL convention in London, Ont., CUPE announced that a group of 3,000 Ontario civil servants will become a local of CUPE.

The United Government Workers of Ontario will become local 3000 of CUPE. UGWO was formed earlier this year by employees at the Whitby mental hospital who rebelled against the 30,000-member Civil Service Association of Ontario. The union later expanded to include other government employees.

The new local plans an organizing campaign in Ontario to show the Government that there is a need to give government workers a freedom of choice in choosing their bargaining agent. The final object of this change is for eventual organizing of all provincial civil servants of Ontario.

# Ontario Steelworkers Meet



Photo by Milne Studios Ltd.

David B. Archer



Photo by Murray Mosher-Photo Features

William Dodge

The effects of strikes in our society is not one of the major problems facing us, says Larry Sefton, District 6 Director of the United Steelworkers of America. Speaking at the opening of the union's Ontario Regional Conference in London, Ont., Nov. 7, 1968, Mr. Sefton said that Canada loses far more through unemployment and lack of education.

"It is true that some free societies function with fewer strikes than does Canada. Sweden for example. But there are some vitally important differences. In Sweden, the right to bargain across large segments of the economy at one time is not only unopposed, it is the accepted, recognized way of bargaining," Mr. Sefton said.

Looking at Canada, Mr. Sefton observed that many Canadian companies will not bargain for more than one of their plants at one time, much less "consider bargaining across an industry or a group of industries." He said that compulsory means of contract settlement as in British Columbia and as proposed by Mr. Justice Rand "merely turn back the clock." Denial of freedom and repression will not bring about fewer strikes or help



Photo by Murray Mosher-Photo Features

Larry Sefton

settle industrial disputes, he said.

Imaginative means to broaden and assist the process of collective bargaining and conciliation processes in the way, Mr. Sefton said. "A realistic basis cannot be found by forcing it into ever more legal restrictions, which can only invite frustration and unrest."

11th consecutive election to the presidency.

In his speech to the convention, Mr. Archer commented that the OFL has always fought for better living standards for all Canadians as well as just OFL members. "Our problem has been that we have not yet been able to exercise enough influence on our Governments . . . to do those things which we have asked for."

Mr. Archer criticized both the Ontario and federal Governments for not giving top priority to people who need housing most — the income group below \$6,000 a year. He accused the federal Government of taking funds originally earmarked for public housing and making it available "for the kind of housing that only those earning over \$10,000 a year can really afford." He also accused local governments of not taking advantage of legislation allowing municipalities to apply for public housing, with the federal Government putting up "90 per cent of the funds and the province the rest."

Speaking about higher minimum wages, Mr. Archer said, "The record shows that past increases in minimum wages had no adverse effect on employment. Nor were they inflationary . . . The argument that the occasional firm may be driven out of business by a proper increase in the minimum wage may be

true in some cases but we see no reason why workers should have to subsidize inefficient firms."

Mr. Archer again called for action on drug costs. He suggested that the Ontario Government should buy quality-controlled drugs in wholesale quantities anywhere in the world where they are available; sell drugs at cost price to pharmacists and open hospital dispensaries for the sale of prescribed drugs to the public at controlled prices.

On the Rand Report, Mr. Archer said, that it is "both unworkable and undesirable, and should be consigned to the scrap heap of history, assuming that it is important enough to be considered historical."

Representing the CLC, Secretary-Treasurer William Dodge said that there is a need to inform the public about the labour movement and the people in it. The trade union movement, he said, must stress its constructive qualities to overcome the public's impression of roughness, violence and irresponsibility in the labour movement.

Mr. Dodge said that the public owes a lot to the labour movement and its unrelenting campaigns that have resulted in a comprehensive, "though still woefully inadequate structure of social security." He said that unions have also played a

nt hours in the day and double time for  
iday work and the sixth and seventh  
s of work in each workweek.

The OFL executive again failed to get  
port for a motion calling for conven-  
ns every two years, rather than annual-  
as at present. The change in the con-  
tution needed a two-thirds majority for  
sage, but the vote on a show of hands  
s divided almost evenly. The delegates  
cted angrily to a suggestion by OFL  
retary-Treasurer Douglas Hamilton  
t the convention was used by some as  
early trip away from home. "I suppose  
worked in a coal mine or a steel mill  
a factory, I would be glad to get out  
ry year for a week-long convention,"  
said. The next day Mr. Hamilton was  
lected to his position, but was opposed  
William Longridge of the United Steel  
rkers of America. The vote was 543  
392 in favour of Mr. Hamilton.

OFL President David Archer was re-  
ned to office unopposed. It was his



major role in bringing about a 30 per cent increase in the Canadian standard of living over the past ten years. Wage and price increases, he said, have not impaired Canada's export position or balance of payments.

In the election of officers, President David Archer and Secretary-Treasurer Douglas Hamilton were elected along with 12 Vice-Presidents. The Vice-Presidents are: George Barlow, Retail, Wholesale and Department Store Union; Bud Clark, Textile Workers' Union of America; Purdy Churchill, International Printing Pressmen and Assistants' Union; Jack Donnelly, Sheet Metal Workers' International Association; Mike Fenwick, United Steelworkers of America; Wally Higgins, CUPE; Jack Pesheau, United Brotherhood of Carpenters and Joiners of America; William Punnett, United Rubber, Cork, Linoleum and Plastic Workers of America; Miss Iona Samis, Canadian Food and Allied Workers; George Specht, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America; Harold Thayer, International Association of Machinists and Aerospace Workers; E. A. Wadell, Oil, Chemical and Atomic Workers' International Union.

many restrictions not embodied in his report, particularly the most offensive section dealing with compulsory arbitration."

Penrod Baskin, former 4th Vice-President of the Federation, was censured for accepting a job on the mediation panel at a salary of \$40,000 a year. During the past year, four members representing the Federation on the government-initiated B.C. Labour-Management Committee resigned in protest to Bill 33, pointing out that "co-operation and compulsion are incompatible." The 400 delegates applauded the President's resolve to give the Labour Minister the same co-operation he gave to labour when he had the legislation drafted and "bulldozed" through the Assembly — "none whatsoever."

The B.C. Federation has been firmly opposed to the Bill since it was first presented to the Assembly. An 11-point program to defeat it, passed on March 5, called for:

- 100 per cent support for civil servants in their struggle for full collective bargaining rights;
- mobilization of resources against compulsory arbitration after enactment; and
- donations made to the Defeat Bill 33 Fund.

The "good" feature of the Bill is abolition of the government supervised strike vote. And unions had been calling for years for a mediation commission but without compulsory features, one delegate pointed out.

The report of the legislation committee reiterated those features that labour strongly opposes:

- exclusion of additional categories from certification procedures;
- a burden-of-proof clause that leaves both labour and management in a quandary as to its meaning;
- right of the commission to rule that a decision will be considered as an agreement, even though the precise contract language is not prescribed;
- the accusation that a person is guilty of an offence if he purports to authorize an illegal strike or lockout;
- replacement of the present 48 hours strike notice with a provision for 72 hours strike notice;
- drastic power invested in the Commission, including power to seize documents without a warrant;
- conciliation-board-type proceedings before the three-man Mediation Commission; and
- excessive fines for unions who refuse to comply with sections of the legislation.

In addition to the executive proposals, the delegates voiced their own reasons

for opposition. Representatives called for a boycott against participation in proceedings under the Act. "What is required," said Charles Stewart, Amalgamated Transit Union, "is inspirational dedication and leadership. Only \$19,000 has been raised in the Province for the Defeat Bill 33 Fund: this is not enough. A motion to refer the resolution back to committee to consider the possibility of establishing a general strike as a political weapon, which most members appeared apprehensive to do, was defeated. Harvey Murphy, United Steelworkers, Local 480 pointed out that his union had found a way to beat the Bill without calling a general strike. During a summer contract dispute, when his union feared a government push to enact Bill 33 ahead of schedule, the USW and the International Woodworkers of America arranged to get co-operation between themselves. This coalition would be "too tough for the Government to tackle," he said.

An emergency resolution calling for refusal to comply with "Brother Baskin's request" of October 8 for copies of collective agreements was brought in. The motion was passed as a show of opposition, despite the fact that the request had subsequently been withdrawn.

Living up to their opening "Solidarity Forever" theme song, the delegates echoed the protest of the Ontario Federation of Labour to the Rand Report concerning Mr. Rand's "lack of insight": he recommended that jobs of workers be guaranteed following strikes in return for the right of management to hire unemployed persons during the strike.

Bumper stickers advising, "boycott grapes," showed that the support of the Federation extended to the California United Farm Workers (L. G., Dec. 1968, p. 703). Tony Orendine stood in for Cesar Chavez to bring the plight of the California grape pickers to the delegates. Mexican expatriate workers were willing to accept lower wages in California, he explained, because conditions are worse where they come from. But many workers, particularly wives and dependents of heads of households, were forced to accept less than minimum wages, he said. The striking workers were called "outsiders" and "agitators" and subjected to harassment in attempts to break the strike, although "we were forced into the boycott," he explained. Because his union members had no money to support union activities themselves, they relied on outside donations of food, clothing and boycott funds. Through an unfortunate oversight, California grapes were offered to delegates in their hotel rooms and salads, causing a furor in the hotel convention hall.

NDP Leader Tommy Douglas criticized the "just society" of Prime Minister

## British Columbia

THE enactment on December 2 of Bill 33 was the salt rubbed into old labour wounds concerning compulsory arbitration reopened at the 13th annual convention of the B.C. Federation of Labour. Provincial Labour Minister Petersen was told "to peddle his wares elsewhere, when the product he is selling is compulsory arbitration."

The provisions of Bill 33, the Mediation Commission Act (L. G., July 1968, p. 392) were severely criticized by Federation President E. T. Staley in his opening address in Vancouver. "It appears obvious that the proposed legislation was prepared before Mr. Justice N. T. Nemetz had been afforded the opportunity to complete his research and make his recommendations to the Government ("Swedish Labour Laws and Practices," L. G., June 1968, p. 326) because the legislation introduced by Bill 33 disregarded the benefits recommended for civil servants and, insofar as the private sector of labour is concerned, introduced



rudeau and the 2-per-cent social development taxes that are equal for rich and poor alike. In a country where five million people are living below the poverty line, he failed to see in what way the country was faced with inflationary economic pressures. The answer to these problems, he told the Federation delegates, is to step up production, not to promote unemployment, as has been done by federal Finance Minister Benson's 1968 Budget.

During the 18-month life of the budget, the unemployment level will be "deliberately" increased to 6 per cent, supposedly to take up the slack in the economy, Mr. Douglas charged, even though Canada now has the highest level of unemployment in the western world. The answer is not to invoke indirect wage control as the federal Government had done in last summer's postal strike, wherein the Government attempted to hold wage increases to 5½ to 6 per cent, hoping that other employers follow its example. There is no restraint on prices and profits, which are now higher than ever, Mr. Douglas noted. What we need, he said, is "economic planning, vision and courage."

In addressing the delegates, Canadian Labour Congress President Donald MacDonald noted the "sad commentary" that we can harness nuclear power, but can't produce jobs, or use the overabundance of goods and services." He related the recommendations of the CLC brief to Parliament last winter (L. G., April 1968, p. 210), that "action should be taken by the Government to introduce mild stimulus in the economy to overcome unemployment." The danger, he stressed, is not inflation, but a slowing down of the economy.

Mr. MacDonald warned the delegates that "there are pressures to weaken unions and the collective bargaining process. These developments are taking place right across Canada. They rob workers of more freedom." He cited examples of statutes in B.C., Saskatchewan and Newfoundland, and the Rand Report in Ontario, that seek to establish a body of compulsory arbitration legislation. He commended the B.C. labour body for its efforts to combat Bill 33.

The Officers' Report Committee drew attention to the \$7,591.50 deficit in a total expenditure of \$146,500 during 1968. The committee called for a review of the subject of a per capita dues increase as soon as possible. Also discussed at the conference was the need to increase expenditure for public relations to inform the general public of the work of the union movement beyond wage increases and contract settlements.

The only upset in the election for the

executive of the Federation occurred in the seat for Third Vice-President. Charles Steward, Amalgamated Transit Union, defeated incumbent Leonard Guy, International Typographers' Union, by a narrow margin. President E. T. (Al) Staley, United Brotherhood of Carpenters and Joiners was re-elected for his fourth term. Other officers of the Federation for the coming year are: First Vice-President, Jack Mackenzie, International Woodworkers of America; Second Vice-President, George Johnston, Canadian Food and Allied Workers (re-elected); Fourth Vice-President, Don Crabbe, Canadian Union of Public Employees (re-elected); Fifth Vice-President, F. S. (Don) Dunphy, United Steelworkers of America (new position this year); and Secretary-Treasurer, Ray C. Haynes, Retail, Wholesale, Department Stores Union (re-elected).

The number of Council members was increased to 13 from 10. Members re-elected are: William Apps, Canadian Brotherhood of Railway, Transport and General Workers; Ron F. Bone, Office and Technical Employees' Union; Bert H. Johns, Telephone Workers (Plant); Jim Kinnaid, International Brotherhood of Electrical Workers; Charles V. Oates, Beverage Dispensers' Union; William Symington, Canadian Food and Allied Workers' Union; and Jack H. Torrance, United Papermakers and Paper Workers. New members elected for the coming year are: Monty J. Alton, United Steelworkers of America; Bev Dunphy, Longshoremen; Mrs. Alma Faulds, B.C. Fruit and Vegetable Workers' Union; Donald W. O'Reilly, Ironworkers; Bob Schlosser, International Woodworkers of America; and John Squire, International Woodworkers of America.

## Alberta

**P**PRIVATE enterprise should be forced to justify price increases for products or services, says the Alberta Federation of Labour. In a resolution passed at the Federation's annual convention in Lethbridge, Alta., members urged the Canadian Labour Congress to press the Government for a federal prices review board. Delegates also passed a resolution favouring a 30-hour, five-day workweek for all Canadians without reduction in wages. The Federation claimed that automation and scientific advances have made this necessary and possible.

Along with these resolutions, the

Federation asked that the minimum hourly wage be raised in the Province from the present \$1.25 to \$1.75. The resolution committee originally asked for a \$2 minimum, but it was thought that \$1.75 might be a more realistic figure to press for now. Delegates voted to condemn the provincial Government for its inaction on housing, and asked it to start building low-rental houses. Along with this, the Federation asked for a government inquiry into land costs, so that legislation controlling costs may be introduced throughout the province. The convention went on record as favouring Canadian control and ownership of all national utilities including hydro and gas resources, railways and telephones. Bill Paterson, Secretary of the Calgary Labour Council, told delegates that profits from gas companies should finance such things as education.

In other resolutions, The AFL asked for:

- a provincial government Crown corporation to take over the 30 nursing homes in the Province;
- an old age pension at 60;
- a cost-of-living escalation clause in all pension plans;
- elimination of industrial pollution in rivers and lakes;
- a minimum speed limit on all highways;
- a redistribution of Alberta Legislature seats;
- a hospital-controlled ambulance service;
- relaxation of Sunday drinking laws;
- establishment of more provincial parks;
- the elimination of property ownership as a requirement to stand for civic office;
- the end to police wiretapping; and
- more power for government inspectors to investigate employers' pay records.

At the convention, all officers were re-elected by acclamation. President for the third year is Roy Jamha, Edmonton. First Vice-President is Pat Lenihan, Calgary; Second Vice-President, Peter Uganecz, Edmonton; Third Vice-President, David Graham, Calgary; and Secretary-Treasurer, Richard Noble, Edmonton.

In his speech to the delegates, President Jamha accused Alberta's Social Credit Government of having a 10-year record of anti-labour legislation. "Our rights, the basic democratic rights of unions are being destroyed," he declared. Speaking about company-sponsored unions, Mr. Jamha said that Alberta is a haven for these "parasitic organizations." He estimated membership at 20,000 to 25,000 in these unions in the province.

Neil Reimer, Canadian Director of the



Oil, Chemical and Atomic Workers' International Union, and a CLC Vice-President, said that his union has had some success against these unions. He told Alberta Labour Minister Raymond Reiersen that if he wanted labour's backing in his bid to become premier, he should make it clear that these "captive" unions no longer have a place in the provincial labour movement. Mr. Reiersen pointed out that these associations have just as many rights under the Alberta Labour Act as AFL — and CLC-affiliated unions have. And, he said, it is a criminal offence in the Province for management to try to dominate employee associations. He denied that the process of collective bargaining is doomed. Industrial relations are at the start of a new transitional period. New scientific, political and economic changes taking place are bound to affect not only wages, working hours and other employment rights, but also procedures and motivating forces in collective bargaining, he said. "The next change will centre around the concern of providing new and stronger incentive for making our economy the most productive possible, and working out a fair and equitable sharing of the gains of this growth."

One of the main speakers at the convention was CLC President Donald MacDonald. Mr. MacDonald accused "the powers that be" of ignoring "the harsh facts of poverty in Canada, even though our economic growth and technological advances offer no excuse for its existence." He said that the federal Government is deflating the economy when it should be stimulating it, and that the unemployment rate couldn't help but get worse during the winter months.

## Saskatchewan

THE need for the trade union movement to initiate an antipoverty drive was one of the chief proposals discussed at the annual convention of the Saskatchewan Federation of Labour. The three-day conference was held in Prince Albert from October 3 to 5 and was attended by 210 delegates.

W. G. Gilbey, of Regina, President of the 26,300-member Federation, announced in his keynote address that the annual convention would be asked to approve a recommendation calling for the setting-up of an antipoverty conference in Saskatchewan. It would take in a cross

section of the whole Saskatchewan community and would seek a program to "arouse the people to action," Mr. Gilbey said.

Canada's poor receive little attention because they cannot speak for themselves, Joe Morris, Executive Vice-President of the Canadian Labour Congress told the delegates, echoing an observation of the recent Fifth Annual Review of the Economic Council of Canada (L. G., Dec. 1968, p. 682). He called for the labour movement to help these people living in poverty, and he said that if labour made the poor self-sufficient, this action would strengthen society.

The Saskatchewan Government came under attack on several issues. C. C. Cave, of Moose Jaw, SFL Vice-President, protested remarks made by Deputy Premier D. G. Stuart concerning a dispute between MacMillan Bloedel Ltd. and the International Woodworkers of America, which bargains for the employees of Simpson Timber Company at Hudson Bay, Sask. Mr. Cave said that Mr. Stuart's unwise entrance into the dispute, and his one-sided, unqualified support of the company's position was a distressing example of state interference in the bargaining process. (The previous week, the Deputy Premier had said that contract demands by the IWA on timber operations "pose a serious threat to the entire timber industry in the province's north.") Mr. Cave charged that it appeared that Labour Minister Lionel Coderre, the responsible minister, had again been brushed aside.

Convention delegates levelled the charge that "powerful forces," among them the Saskatchewan Government, are trying to scuttle the federal medical care insurance plan. They said that the provincial Government's recent implementation of utilization fees on the Saskatchewan medical care and hospitalization programs was a mistake, and would destroy "the universality and uniformity" of the federal medical care insurance, which is a prerequisite for participation in the medicare scheme.

The strike weapon is being used too often in labour-management disputes the provincial Minister of Labour told the unionists. Hon. Lionel Coderre warned that if compulsory arbitration is to be avoided, collective bargaining techniques must be improved. "Governments at all levels and of all political stripes are going to be forced to take a closer look at some form of compulsory arbitration if our labour-management difficulties continue at the present level," he said. Mr. Coderre stated that he does not subscribe to government intervention, but believes that government interference in disputes is

necessary in emergency situations.

W. G. Gilbey, of Regina, was re-elected as President of the SFL to serve another one-year term. Also re-elected were Treasurer Fred Pomeroy, of Regina, and Recording Secretary Lou Steil of North Battleford. The Vice-Presidents for the coming year are: Mike Germann, Saskatoon (re-elected); Chisolm C. Cave, Moose Jaw; and George Semeniuk, Prince Albert. Executive members are Terry Lipinski, North Battleford; H. M. Apps, Prince Albert; Fred Locking, Moose Jaw; Mrs. Nadine Hunt, Regina and Walter Diachuk, Saskatoon.

## Nova Scotia

THE Nova Scotia Federation of Labour at its annual convention in Halifax from September 25 to 27, served notice that was prepared to fight to the end an effort to introduce restrictive legislation in the Province. John Lynk, President who was later re-elected, said that acceptance of the Rand ideas embodied in his report on labour legislation in Ontario (L. G., Dec. 1968, p. 686) would mean the end of effective collective bargaining.

Later in the convention, more than 200 delegates received the assurance of Nova Scotia Labour Minister T. J. McKeough that there were no plans of that nature. "I want to say categorically that, as long as I am Minister of Labour, there will be no restrictive labour legislation put on the statute books, because it is not justified if you take an analytical look at the records," said Mr. McKeough. "I believe in the free collective bargaining process in Nova Scotia because it works, and nobody can tell me any different."

The Minister announced also that legislation to provide a form of collective bargaining for policemen would be introduced at the next session of the legislature. The Executive Vice-President of the Canadian Labour Congress, Joseph Morris, placed emphasis on the responsibility of organized labour to represent and speak for the poorer people. This way, said, essential to meet the challenge of poverty.

The three-day convention, dealing with nearly 200 resolutions, focused attention on the critical housing needs of the Province, and voiced concern that the medicare program to be introduced in Nova Scotia on April 1 will be too restrictive. J. K. Bell was retained as Secretary and Treasurer of the NSFL, and the following



were elected Vice-Presidents: Tom Mombourquette, of Sydney, for Cape Breton; Donald Murphy, New Glasgow, Pictou County; Basil Brine, Macan, Colchester-Timberland; Harold Burden, Hantsport, Annapolis Valley; Gordon Smith, Halifax, Halifax-Dartmouth; and C. A. Vebber, Brooklyn, South Shore.

## Prince Edward Island

THE constitution of the Prince Edward Island Federation of Labour was amended at the Federation's annual convention in Charlottetown on September 14. Questions previously the responsibility of the Charlottetown and District Labour Council were transferred to the PEI Federation, with the constitutional amendments that included enlargement of the executive council. Economic resolutions ranged from the demand for an increase in the minimum wage to the request that residents be given preference in hiring by the provincial Government.

Henry Rhodes, Director of Federations and Labour Councils, Canadian Labour Congress, called attention to the threat of anti-union legislation. He specifically mentioned the possibility of the "imposition" of a wages review board by the federal Government, and compulsory arbitration similar to that recently enacted in British Columbia.

Leo McKay, Executive Secretary of the Nova Scotia Federation of Labour, also addressed the delegates, as did Hon. Homer Blanchard, PEI's Labour Minister. Everett MacLeod and E. C. Baker were elected President and Secretary-Treasurer of the Federation. The following were elected Vice-Presidents: P. E. Jessum, Pictou County; Jim Coles, Queens County; George Proude, Queens County; and Dennis Thiboudeau, Kings County.

## Newfoundland

DELEGATES to the Newfoundland Federation of Labour convention, at Grand Falls, heard government proposals for a wages and prices review board described as a propaganda measure to tame unions for high prices.

"We have no confidence that any government in office now in Canada be-

lieves it can keep both wages and prices under restraint through any such device," said William Dodge, Secretary-Treasurer of the Canadian Labour Congress. About 80 delegates attended the three-day convention, which opened on August 19.

Mr. Dodge said that spokesmen for both the federal government and several provincial governments had proposed wages and prices review boards. But the Government was not facing an economic crisis such as those that forced other countries to introduce formal incomes policies.

"Such disturbances as the economy has experienced — the increase in consumer prices, the housing shortage, manpower problems — are all problems for which the blame cannot be left at the door of organized labour. Let the profiteers take the blame for soaring prices of some consumer items, particularly food. Let the money lenders and governments, both federal and provincial, take the blame for the crisis in housing. Let the federal Government take the responsibility for slowness in developing an active manpower policy."

There was nothing to indicate that wage gains of 1967 and 1968 had resulted in any "catastrophic inflationary trend." Mr. Dodge said that, although the CLC is opposed to imposition of a wages and prices review board, it has expressed its willingness to discuss "the issue of incomes policy" with the Government.

"We shall raise many questions during that discussion. Do they mean the wages of employees in the woods, mines and factories of Canada, or are they willing to include the salaries, stock options, capital gains and expense accounts of business executives? Do they want to place such earnings and also the winnings of the stock market, commodity and land speculations under the same kinds of restraint? Are they going to keep consumer prices, rents and taxation on low-wage earners down at the same time?"

Delegates called for the repeal of compulsory legislation for hospital employees, and for the repeal of the revocation of the decertification of two locals of the International Woodworkers of America. Other resolutions called for government co-operation in the formation of a tripartite safety council and annual chest x-rays for miners.

David Janes, of Grand Falls, was re-elected NFL President. John Mackenzie, also of Grand Falls, was elected Secretary-Treasurer. The following were elected Vice-Presidents: eastern — Frank O'Reilly, St. John's; central — P. Clarke, Buchans; western — Linton Sheppard, Corner Brook; and northern — William Parsons, Labrador City.

## CPA Contract Covers 10-year Phase-out of Navigators

An orderly phase-out of airline navigators employed by Canadian Pacific Airlines has been provided for in a new 10-year agreement between the airline and the Canadian Airline Navigators' Association (Western Local). Electronic navigating equipment will eventually replace the 47 navigators now employed by the airline.

The contract provides for severance pay and pay increases during the 10-year phase-out period. It is retroactive to October 1, 1967 and runs to September 30, 1977.

The agreement states that "A navigator will be considered technologically redundant and eligible for severance pay . . . at such time as the company declares a surplus of navigators to exist on the system as a result of the government agencies authorizing the company to operate a flight(s) without a navigator(s)." Present government regulations say that a navigator must be employed on any flight operating more than 500 miles from a continental land mass. Navigators are not required on overland flights.

Severance pay will be calculated on the basis of one month's salary equal to the minimum the navigator was receiving at the time of his severance for each year of service or major portion thereof as navigator with the company; or it could be based on the minimum monthly salary at the time of severance, times the number of months from the date of redundancy to his sixtieth birthday.

The navigators also won a 5½-per-cent wage increase effective October 1, 1967, a further 5 per cent for March 1, 1968, and an increase on April 1, 1969 and every April 1 for the duration of the contract, based on the per capita Gross National Product and the consumer price index. Present annual salaries of Canadian Pacific's navigators range from \$10,000 to a maximum of about \$15,000.

## Educational Level Of U.S. Women Is Rising

Since the turn of the century, the educational level of American women has risen steadily, according to the U.S. Department of Labor's Women's Bureau. In 1900, only seven of 100 girls 17 years of age were secondary school graduates. The proportion had risen to 32 out of 100 in 1930 and 77 out of 100 in 1966. Similarly, less than one out of 100 women 21 years old in 1900 was a college graduate. The figure was four out of 100 in 1930 and 16 out of 100 in 1966.



TWO public employees' unions in the United States have dropped the no-strike clause in their constitutions, and a third union has directed its officers to look into the legal and legislative obstacles to the exercise of the right to strike by federal employees.

An executive order issued by President John F. Kennedy in 1962 reiterated the right to organize, recognized the mutual benefits of employee-management co-operation, and set up collective bargaining procedures for government employees. Federal employees, however, are required to state that they will not belong to an organization that resorts to strikes. More than a million employees of the U.S. public service are covered by union-management agreements involving 200 unions. The restrictions placed upon them concerning the recourse to strike action is now increasingly being questioned.

At its 29th biennial convention in Toronto, the International Association of Fire Fighters, whose members are virtually all employees of local governments, repealed a provision in the union's constitution that reads: "No member or subordinate union of this association shall strike." The action, by an overwhelming vote, followed extended debate at the convention, held in August 1968, and discussion in local unions. By removing the strike clause, the IAFF frees local

# Strikes in the U.S. Public Sector

strikes came from delegates from New York, Rhode Island and Michigan. During a dispute with the city government before agreement on its current contract, the New York fire fighters had talked of a "slow-down," but not a strike, to speed agreement on the contract. In a slow-down, the fire fighters would have responded to alarms, but between alarms they would have reduced routine work, inspections and other activities carried on when not fighting fires.

The other two American unions that tackled the no-strike issue are composed of federal employees. The United Federation of Postal Clerks, with 307,000 members covered by agreements, voted at their national convention to eliminate as "superfluous" in view of the federal law banning strikes by government employees, a no-strike clause from their original constitution, dating from 1906. But union officers said the action reflected annoyance over difficulties in bargaining procedures, and a resolution was put forward calling for legislation to provide binding arbit-

however, voted down by 648 to 313 motion to drop the no-strike pledge from its laws. The union, the American Federation of Government Employees, also an affiliate of the AFL-CIO, has 326,000 members under agreements negotiated with government agencies. The National Federation of Federal Employees, representing 32,000 public employees under contract, also retains the strike ban. In all, 45 per cent of government employees — 54 per cent of blue-collar workers and 21 per cent of white-collar workers — are covered by union agreements.

As several of the union leaders have made clear, they were not opting for a strike tactic, but they and the membership wished to assume a more militant posture than formerly. Although dropping the strike ban in their constitutions may appear no more than a gesture for federal employees, the convention actions were novel enough to prompt postal authorities to prepare measures against the possibility of strike tactics such as walk-outs or partial slowdowns.

In the broad public service field, several illegal strikes or slow-downs have been staged in violation of the no-strike ban, especially at the municipal level. Some 1,300 garbage collectors in Memphis, Tenn., struck for 65 days in April 1968 (L. G., July 1968, p. 402). New York school teachers walked out of their classrooms for a total of 11 weeks during the 1968 fall school term, and did not return until mid-November. A rash of "sick leave" absences among New York policemen occurred last fall in protest against their pay scales, which they wished to be higher than those for firemen. The firemen in turn wanted to maintain parity pay with the policemen.

Strikes and slow-downs at the municipal level are most successful, largely because the unions can stage a more concerted attack against their employers. It is with regard to the effectiveness of these tactics, several U.S. labour observers are fearful that the metropolitan areas will not be able to survive the cataclysmic upheavals caused by such extensive labour unrest. But what tools of labour-management relations can be developed to cope with and settle such conflicts within the public sector? One man's view, concerning the United States Civil Service Commission, appears on the opposite page.

---

*Growing militancy among U.S. public employees is leading to increased demands for full bargaining rights, including a dropping of the no-strike ban from their union constitutions. But what steps should be taken to ensure that this leads to more and not less labour unrest in the American public sector?*

---

unions from censure by the international body. (The Ontario Fire Departments Act is silent on strikes, but sets out the right of either party to seek binding arbitration.) A resolution to set up a strike fund with a per capita tax of 10 cents a month was moved.

The Fire Fighters rejected a recommendation made by a commission set up by the union two years ago, which proposed that there be no withholding of "fire protection services" when other methods were available for the resolution of disputes. The commission had suggested that, where adequate procedures for resolving disputes are available, local unions should refer disputed issues to the union's international office for such handling as might secure an acceptable settlement. Strong support for dropping the ban on

tration or other suitable means of resolving disputes.

The National Association of Letter Carriers of the United States of America, with 192,000 members covered by agreements, instructed their national officers, at their convention, to "investigate fully the legal and legislative technicalities involved so that government employees may be accorded the right to strike by Congress." Other public service unions that have deleted the strike ban from their constitutions include the 44,000-member National Association of Government Employees, which is the first non-postal union to do so, and the National Postal Union, which in addition voted to petition Congress for the legal right to strike.

The largest union of federal employees,



# Are There Alternatives?

THE continued expansion of unionism among public employees in the United States has drawn increasing attention to the distinctive characteristics of this field of unionism. Most notable of all, probably, is the denial of the right to strike. With the legal strike weapon beyond reach, what can be offered to resolve labour-management disputes that go beyond available procedures? The answer, I believe, is acceptance of the principle of impartial third-party resolution of the dispute.

The federal Government is committed to the concept of meaningful collective bargaining for its employees, and the wisdom of this commitment is being recognized and emulated by more and more state and local governments. We have learned that public employees will not sit idly by and accept the old system of paternalism. They rightfully demand a voice, through collective bargaining, in their working conditions. The time has long since passed for public officials to debate the issue of whether there should be collective bargaining in the public sector. Strike statistics bear out the mood of the employees. Strikes and threatened strikes have increased simultaneously with the growth of laws prohibiting strikes in the public service.

Whether public employees have, or should have, the right to strike — or whether they should not — is not the point. The point is, what are American labour and management in the public sector doing now to meet the legitimate needs and the rights of working men and women through meaningful collective bargaining relationships? Public management must turn its thoughts to how to widen, rather than limit, the scope of labour-management relations. If public managers consciously set out to develop consultation, and try to share personnel policy-making with their employees, a new form of industrial relations will emerge, a form or system based upon a broad co-operative bond, as opposed to an atmosphere of conflict. An indifferent public manager can be assured that his attitude will help produce the hard, militant attitude of unionism that was fostered by the anti-union employer in the private sector in the early days of the trade union movement.

I believe it is significant that many of the witnesses appearing before the Presi-

dent's Review Committee on Federal Employee-Management Relations supported the views of AFL-CIO President George Meany dealing with the need to:

- enlarge the scope of collective bargaining;
- provide for more effective machinery to break negotiation impasses;
- make more meaningful the Government's grievance procedures and arbitration; and
- establish an impartial government board to deal with unfair labour practices

## By Thomas R. Donahue

*U.S. Assistant Secretary of Labor*

In this article, an American government official with trade union experience recommends turning to neutral third-party resolution of labour-management deadlocks.

charges and to supervise the administration of Executive Order 10988, [1962] which affirmed the right of government employees to organize, and set up collective bargaining procedures for them.

As I have said, where public employees are not to have the right to strike, there must be meaningful, impartial, third-party involvement to help resolve or to finally settle a dispute. I am not concerned here with whether the National Labour Relations Board or an independent board, group, committee or individual should serve as the impartial third party. But I believe that there must be third-party involvement. I believe that there must be finality — that procedure must be outside the agency involved, and that the power to produce finality must reside in the hands of an individual or group of individuals who have the respect of the parties.

In the private sector, finality is produced by the ability of the union or the employer to say flatly "no," and of the union to use all of its economic pressure through a strike to achieve the final result that both sides eventually agree to. In the public sector, some managers want to deny the right to strike and simultaneously impose a form of finality in which managers decide the issue and impose the solution.

If the right to strike is denied to public employees, then the public employer has a responsibility to replace it with a procedure that ensures fairness and finality, and that makes collective bargaining meaningful. When an impasse is reached and the parties can't agree, there must be recourse to an outsider — to a neutral third party — who will provide a decision that will bind the parties. Similarly, in grievance handling, unfair labour practice cases, and representation questions, there must be some neutral, some third party who will decide the issue when the parties can't. It is not fair to a union to expect it to accept the decision of the employer-agency head as final and binding. It is not fair to the agency head to ask him to play Solomon. He is an agency manager with a mission to perform, and he should not be put in the position of being asked to reconcile what may be the conflicting interests of his sub-managers and those of the union which represents his employees.

I stand for the type of system that will provide for an enlargement of the scope of bargaining, and for the full involvement of disinterested third parties, as individuals or as a board, group, or committee, to provide final resolution of employee grievances, representation questions, unfair labour practices, and negotiation impasses. I believe that such a system is the only system that can work. Nothing succeeds like success. As unions continue to enhance their reputations for responsible and successful employee representation, the demand for their services will grow.

As the Secretary of Labor, Willard W. Wirtz, has said, "It is clear . . . that 10 million government employees will not accept an employment relationship built on the proposition that their employers exercise 'sovereignty' that makes it an affront to the sovereign to file a grievance and equates disagreement — at least organized disagreement — with disloyalty." Public employees are a very high order of workers. They have high standards and a strong sense of dedication, yet they want to be free to exercise that dedication in their own way. They do not in this day expect to be exploited. Neither are they naive, easily led by their representatives, or misled by management. They will insist on a high order of union leadership and representation, and will expect a high order of co-operation and fairness from management.

Although there have difficulties attending the growth of labour relations at the state and local level, which difficulties have not to date been a part of the federal scene, I have great confidence that the concept of collective bargaining can be successful at all levels of government.



# Momentum for the Future

Annual convention of the Canadian Chamber of Commerce featured panels on business and economic education, trade, effective utilization of manpower resources and "a sound and stable dollar."

Businessmen mustn't tamper with the rights of trade unions, the chairman of the Prime Minister's Task Force on Labour Relations told delegates during the Canadian Chamber of Commerce convention, held in Calgary from September 29 to October 2, 1968.

Dr. H. D. Woods, Dean of Arts and Sciences at McGill University, said, "Whatever you may feel about unions, collective bargaining and therefore unionism is a natural feature of the free enterprise system, and perhaps an essential feature." Dr. Woods warned that public policy makers would be foolish to replace the present system, and he added that the main danger now is that "an impatient public and harassed politicians will lose faith in private wisdom and replace it by public authority."

Chamber President W. M. Anderson, of Vancouver, expressed some support for one kind of public authority, the proposed prices and incomes board. Mr. Anderson said that no one wants such a board, "but if such a board would direct itself to the development of an appreciation of the inter-relationships between inflation and prices and wages, then the proposals of the Government would be sound." He supported the report by the Chamber's General Manager, C. H. Scofield, which calls for a tightening in government spending. The Chamber also submitted a report to the Minister of Finance on taxes, customs and monetary and fiscal policies before the October budget.

Mr. Anderson urged businessmen to

improve their understanding of unrest among Canadian youth. "Simple condemnation of the actions of our young people or those in any part of the world is not constructive." He joined others at the convention in urging the introduction of improved economics courses in high schools.

These courses might help counter student disenchantment with the capitalist economic system, said Montreal economist J. W. Popkin. Mr. Popkin, chairman of the Chamber's public affairs subcommittee, noted that students need to understand better how the economy works.

Roger Gaudry, Rector of the University of Montreal, suggested in a paper delivered for him by Otto Thur, Director of the university's Economics Department, that self-interest might be the key to businessmen's taking a more active role in upgrading economics education.

The internationalization of Canadian industry was the topic for R. J. Wonnacott, Professor of Economics, University of Western Ontario. He told delegates that it is becoming increasingly difficult to prosper in a market of 20 million when the world is made up of markets of 100 million or more. Prof. Wonnacott suggested that United States and Canadian tariffs have "backed Canadian producers into a low-volume domestic market." With the elimination of these tariffs, he said, successful competition with U.S. producers would be contingent on Canada's scaling up to longer production runs.

The success of this will depend on the

imagination, initiative and flexibility of both labour and management, he said. Both would have to meet the standards of efficiency now prevailing in the U.S. Prof. Wonnacott stated that available evidence indicates that Canadian workers can be as productive as their U.S. counterparts when put on the same sort of job. He urged Canadians not to defer this change as other generations had done. The long-run benefits will be worth any restructuring that is needed and Canada would emerge with a wage rate closer to the U.S. level, and with industries tested in international competition, he said.

One way to keep Canadian industry competitive is to continually upgrade workers' skills. This was the theme of an address by J. P. Francis, Assistant Deputy Minister, Department of Manpower and Immigration. Mr. Francis said that one of industry's main problems is the education gap between young and older workers in the labour force—a gap that is widening. In February 1965, one half of those in the labour force who were 45 years or older had no more than elementary school education. By contrast, only one fifth of the workers between the ages of 20 and 24 had as little as elementary school.

The one basic requirement of manpower training, Mr. Francis emphasized, is the need to help a large number of adult workers to catch up with modern job requirements. "Skills become obsolete. Old occupations change completely. New

*Continued on page 31*

# Knock on Any Door

The Canada Fair Employment Practices Act is helping to prevent discrimination in employment—but all Canadians must help if we are to eliminate racial injustices in our society.

Discrimination against the Negro in Canada is like a hair across the cheek—you can feel it but you can't see it, the Rotary Club of Ottawa was told in September. The analogy was credited to Mrs. Catherine Searles, wife of a Toronto Negro dentist, in a speech by George F. McCurdy, Human Rights Administrator of the Fair Employment Practices Branch, Canada Department of Labour. Mr. McCurdy, who is also a Negro, urged frank and candid discussion of race prejudice.

"The hour is too late in the universal struggle for human dignity and human rights for any meaningless indulgence in pious platitudes," he said. "The time is most opportune for some straight talk and earnest search for remedies to racial injustices in our society." There are small and great indignities visited upon people of colour, Mr. McCurdy observed. Some people were successful in overcoming, by persistence, the big obstacles in the area of employment, housing accommodation and community life, but even they are hurt and humiliated daily by the little things done unconsciously, the subtle and intentional insults, the unconscious slights. "You must recognize the crushing effect of treatment as a non-person."

He quoted from the Helling Report, a study of the socio-economic position of Negroes, Chinese and Italians living in Windsor, Ont. Nine of the 15 major industries in Windsor have never employed a Negro in any capacity. Negroes are at the lowest end of the city's socio-economic structure, he said. Negroes are confined to ghettos; they cannot live where they choose, even if they have the money for more decent accommodation. When a Negro moves into an all-white neighbourhood, some residents use petitions and other forms of pressure to

frighten him away. It is more difficult for Negroes to obtain rental units than to buy a house. Negroes are barred from private golf clubs—and even from middle and upper-class recreational clubs.

Mr. McCurdy told the conference that fifty per cent of Canadians of African descent are found in the Province of Nova Scotia.

"The City of Halifax, I am pleased to note, has undertaken a many-faceted program that will serve as a beacon for future human rights efforts in Canada. This program is aimed at job opportunities, better housing and remotivation of people who have lived in hopelessness and despair for more than a century." He pointed out that the Canada Fair Employment Practices Act has served as an effective instrument in preventing discrimination in employment on the grounds of race, national origin, colour or religion, and in changing discriminatory practices and promoting greater understanding among Canadian people.

Eight of the 10 provinces have human rights legislation. Through the Ontario Human Rights Commission, 100 private employment agencies and consultants licensed under the Employment Agencies Act signed a voluntary "Declaration of Equal Employment Opportunity," pledging their co-operation in the advancement of equal opportunity.

"Labour and management in one of our major Canadian industries are considering a declaration of affirmative action and equal opportunity that would provide for recruitment of Negroes, Indians and Eskimos, and other socially disadvantaged people, for apprenticeship training and employment in industry," Mr. McCurdy said. "Imagine, if you will, the impact this can have on this country,

when these people can walk through the doors of opportunity."

Some people were under the impression that the colour of the skin had something to do with brainpower, Mr. McCurdy continued. "People of colour have made significant contributions to our society, but they have not always made the history books." He cited the work of Dr. Howard Drew, who studied at McGill University and ultimately discovered the secret of preserving blood plasma; Garret A. Morgan, who invented the gas mask and electric stoplight; and Granville T. Woods, who invented the electric incubator and 14 devices for use by electric railways, the greatest of which was a telegraph system that enabled moving trains to communicate with each other.

Mr. McCurdy said that it was incontrovertibly true that things were better today than yesterday for Canadian minorities—but both the voices of reason and the voices of anger were making the same plea for understanding. "Skin colour can no longer be the measure of a man's humanity. 'We have earned our humanity and full rights as citizens. We want to exercise those rights now,' the voices say. That does not impress me as an unreasonable demand for any citizen of this country to make on our society."

He urged Rotary members to declare an open-door policy on a national and international level, and to engage in a program of active recruitment to prove the validity of the policy. Human rights is everybody's business, he said. No minority can improve its position alone. "We must open doors of opportunity to all people, admit all people to the human family. We must make a place for all men as equals, as an act of justice rather than as an act of expediency."



# Labour Relations Legislation In 1967-68

## Part II

*Specific procedures dealing with collective bargaining for special groups in the civil service or other "essential" occupations are described here, in the second part of a report on recent labour relations legislation in Canada.*

In a report\* to the annual conference of the Canadian Association of Administrators of Labour Legislation, the Legislation Branch of the Canada Department of Labour prepared a background paper for a session dealing with "Recent Legislative and Administrative Developments." Described in the report are changes in the administration of government programs concerning collective bargaining within the provincial jurisdictions of Prince Edward Island, Saskatchewan and Newfoundland. In Ontario, an Act was passed establishing the Ontario Labour-Management Arbitration Commission.

### PRINCE EDWARD ISLAND

The principal amendment made to the Prince Edward Island Industrial Relations Act is one authorizing the Labour Relations Board to deal with complaints of unfair practices. The procedure is similar to that followed in other provinces. The Board has final authority to decide whether an action violates the unfair labour practices provisions of the Act.

On the filing of a complaint by an employer, an employers' organization, a trade union, or any other person, the chief executive officer of the Board (whose appointment was provided for in another amendment to the Act) or an officer of the Department of Labour and Manpower Resources appointed by him is to inquire into the complaint and attempt to bring about a settlement. The results of the inquiry are to be reported to the Board.

If no settlement is reached, the Board may make an inquiry. If it finds that an infringement of the Act has occurred, it must issue a cease-and-desist order. The

Board may direct the employer to reinstate an employee and to compensate him for lost earnings, and it may direct the offending party to rectify the matter in any manner that the Board considers just.

If the Board's order is not complied with within 14 days and the person or group affected notifies the Board in writing, the Board is directed to file its order in the Supreme Court, to be enforced as an order of the Court.

The dismissal of an employee as a means of interfering with trade union membership was added to the actions, such as intimidation and threat of dismissal, forbidden to an employer.

The employer was previously forbidden, except with the consent of the employees affected, to decrease wages while renewal negotiations were pending. He is also prohibited from raising wages during this period.

Special pre-strike procedures applicable to public utility disputes are repealed. The only difference remaining between a public utility dispute and one in another industry is that a strike in a public utility may not take place until 15 days after the Minister has notified the employer of the results of the Government-supervised strike vote. With other industries, the period is seven days.

### SASKATCHEWAN

In Saskatchewan, a provision is added to the Trade Union Act stating that, once notice has been given to negotiate the revision of an agreement, the terms of the agreement are to remain in force until a new agreement is signed or the employees are in fact on strike, after having taken a strike vote as required by the Act.

A new section dealing with the rights of successor unions replaces an earlier section that provided that, unless the Board ordered otherwise, a union acquired successor rights in case of change of name, amalgamation, merger or affiliation of unions. The new section permits an application to be made to the Board for a declaration of successor status as under the British Columbia, Ontario and Alberta Acts.

Before issuing the declaration, the Board may make an inquiry, call for evidence or hold a representation vote. Its decision regarding the rights of the successor union is conclusive.

### NEWFOUNDLAND

The amendments made to the Newfoundland Labour Relations Act validate a collective agreement covering workers on the Churchill Falls project in Labrador and make provision for future contracts of the same type.

The amending Act refers to a "special project," which it defines as "an undertaking for the construction of works for the development of a natural resource or for the establishment of a primary industry, which is planned to require a construction period exceeding three years and includes all related and ancillary work and services and catering."

Where a collective agreement for a period exceeding three years has been or is about to be entered into, any of the parties involved may apply to the Labour Relations Board for a determination of whether or not the undertaking is a special project. Only the Board may determine the issue.

The Churchill Falls project is declared to be a special project by the Act, and no application may be made to the Board in respect of it. The amendments recognize a council of trade unions as a trade union for purposes of certification, collective bargaining and the signing of a collective agreement in respect of such a project or in other situations under the Act.

A "council of trade unions" is defined as two or more local or provincial organizations or associations of employees, or local or provincial branches of national or international organizations or associations of employees within the province that have been certified as a bargaining agent for employees of an employer or an employers' organization or that have signed an agreement in writing or sign a collective agreement with an employer or employers' organization.

A number of provisions of the Act are amended with respect to special projects. Normally, where a collective agreement is in force, an application for certification may be made at any time after the expiry of ten months of the term of the agreement, but not before, except with the consent of the Board.

As regards any future agreement in respect of a special project, the application may be made only after the commencement of the thirteenth month and before the commencement of the fifteenth month of its term. With regard to any agreement entered into before the coming into force of the amending Act, the application may be made only after the commencement

\*The first part of the report, published in our December 1968 issue, dealt with legislative developments in British Columbia, Nova Scotia and Alberta. The second part deals with legislative developments in four provinces, and includes a section concerning collective bargaining for special groups.



of the twenty-fifth month and before the commencement of the twenty-seventh month of its term. The application may also be made during the two-month period immediately before the end of each year of the term of any such agreement if it continues beyond the time limits mentioned above, or after the commencement of the last two months of the term of any such agreement. Except with the consent of the Board, an application may not be made at any other time.

If a collective agreement binding on the employees in a bargaining unit is in force when a new union is certified, the new union is substituted as a party to the agreement in place of the previous bargaining agent. The newly certified union may terminate the agreement upon two months notice to the employer. In such circumstances, if the collective agreement is in respect of a special project, the agreement must remain in force.

Where certification has been revoked or the bargaining rights of a bargaining agent have been terminated because it is no longer representative of the employees in the unit, an existing collective agreement ceases to be deemed a collective agreement for the purposes of the Act. This provision does not apply in the case of a special project.

During collective bargaining, the trade union bargaining committee must consist of trade union members who are actually employed by the employer, or by one or more members of an employers' organization or group that is a party to the negotiations. The other representatives are to be officers or representatives of the trade union.

An exception is made in the case of a special project. An existing or future agreement in writing is to be a valid collective agreement whether the composition of the bargaining committee was or was not in accordance with these rules, and notwithstanding the fact that there were no employees in the bargaining unit at the time of the negotiation of the agreement.

## ONTARIO

The Ontario Legislature passed an Act, effective on proclamation, establishing the Ontario Labour-Management Arbitration Commission, a seven-member body equally representative of employers and employees whose function is to facilitate the conduct of grievance arbitrations throughout the province through a system of registration and training of arbitrators.

The Commission may issue its approval to any person it deems a suitable arbitrator, and must keep a register of approved arbitrators. The Act does not indicate the standards that the Commission is to apply in issuing its approval. Further, the Commission may itself em-

ploy full-time arbitrators. In order to ensure adequate levels of remuneration for arbitrators who act part time, the Commission may schedule assignments and adopt such other methods and procedures as it deems proper.

The purpose of the Act is to make the services of a registered arbitrator available to the parties to a grievance dispute, subject to the payment of the required fees, as fixed by regulations. The Commission may collect fees for its services. Such fees are to be used to defray the Commission's expenses. Other functions of the Commission are to make administrative arrangements for the conduct of arbitrations, to sponsor training programs for arbitrators, to sponsor publication of information, and to sponsor research.

## Collective Bargaining For Special Groups

Besides the changes in general labour relations legislation, there were a number of enactments dealing with collective bargaining by civil servants, policemen, teachers and nurses.

### Civil Servants

Alberta re-enacted its legislation affecting the public service. The Public Service Act governs the public service and includes collective bargaining procedures for civil servants; the Crown Agencies Employee Relations Act sets out negotiation procedures for Crown agencies and their employees. The two replace the former Public Service Act, with no major changes in negotiation procedures. A third Act incorporates the Civil Service Association of Alberta, which is to be the sole bargaining agent for civil servants, and for employees of Crown agencies if the majority of them are members of the Association.

Both the Public Service Act and the Act dealing with Crown agencies authorize the Government, board or agency to make a final and binding decision on proposals on which agreement cannot be reached in collective bargaining negotiations.

The Public Service Act provides, as before, for a Joint Council to discuss matters that are declared not negotiable or that are not included in an agreement. It has the function also of attempting to resolve disagreements concerning the interpretation of an existing agreement.

British Columbia civil servants do not have collective bargaining rights. Under the Mediation Commission Act, there is provision for referring any matter affecting

the general welfare and conditions of employment of civil servants or other government employees to the Mediation Commission, and the Lieutenant-Governor in Council may refer a civil service dispute to the Mediation Commission for binding arbitration.

The Act forbids persons employed by the Crown in right of the province to strike.

Previous to the enactment of the Mediation Commission Act, one group of civil servants, employees of the British Columbia Government ferry service, went on strike. As a result of this strike, the ferry system was transferred from the British Columbia Ferry Authority, which is a Crown corporation, to the Crown and was placed under the jurisdiction of the Department of Highways. An Act passed in 1959 to prohibit the picketing of government property is now proclaimed in force. The strike ended when, among other agreed terms of settlement, an agreement was reached setting up a committee that will make binding recommendations on working conditions and grievances. It may also make recommendations on wages "by comparison with the coastal passenger industry," but these will not be binding.

Amendments to the Ontario Financial Administration Act clarify the duties of the Treasury Board with regard to labour relations in the civil service. These changes have led to corresponding changes in the Public Service Act. The amending Act restates the duty of the Treasury Board to act as a committee of the Executive Council on matters concerning general administrative policy in the public service, such as finance and staff establishments, and adds "terms of employment of Crown employees" to the matters that the Board is to consider. The Treasury Board is now to recommend the Crown employees who will constitute the official side of the Joint Council appointed under the Public Service Act. These employees are to be responsible to the Treasury Board.

The Joint Council consists of a non-voting chairman, three Crown employees, and three members, or two members and one employee, of the Civil Service Association of Ontario. The staff side is appointed on the recommendation of the Civil Service Association of Ontario. The Treasury Board is authorized to make regulations prescribing salaries of Crown employees that have been determined through negotiations by the Joint Council. The authority of the Civil Service Commission to make recommendations about salaries of civil servants has been restricted to new classes of civil servants and to those classes whose salaries are not subject to negotiation by the Joint Council.

Ontario transferred the costs of the administration of justice from the muni-



cialties to the province. In the process, municipal employees involved in the administration of justice became provincial civil servants.

### **Policemen**

Amendments to the Ontario Police Act make some changes in collective bargaining and arbitration procedures for municipal policemen. The collective bargaining procedures of the Act are now applicable to all members of the police force, and any agreement or arbitration award is binding on all members of the force, with the exceptions of the chief and deputy chief, instead of on only full-time members as formerly.

Where a dispute arises as to whether a person is a member of a police force, the Ontario Police Commission has the authority to make a final decision. During bargaining, both sides may now be accompanied by two advisers—a legal counsel and one other adviser. Previously, the policemen could be accompanied by one adviser, but there was no provision for advisers on the employer side. If the police association is affiliated with a police organization, it has the right to have an additional adviser who is a member of the organization.

The Police Act provides for binding arbitration in contract negotiation disputes. If there is failure to appoint a single arbitrator or the third member of a board of arbitration (depending on the size of the police force), the Attorney-General appoints that arbitrator. The costs of arbitration are to be shared by the parties. The Act now provides that, if the Attorney-General has appointed the single or the third arbitrator, the costs of that arbitrator are to be borne by Ontario.

Binding arbitration by the Ontario Police Commission is established as a final resort in disputes arising out of a collective agreement or an arbitration award. Matters in dispute may be submitted to the Commission after grievance or arbitration procedures provided for in the agreement have been exhausted. A decision of the Commission may be enforced as an order of the Supreme Court by filing it with the Registrar of the Court.

Quebec passed legislation providing for collective bargaining for its provincial police. The Act respecting the Quebec Police Force syndical plan stems from a labour contract signed on February 15, 1968 by the Government and l'Association des policiers provinciaux du Québec. The contract contains collective bargaining, arbitration and grievance procedures that the Government agreed to embody in legislation.

The Act states that members of the provincial police may not strike. They

may belong only to an association that consists of the members of the Quebec Police Force and that is not affiliated with any other organization. An association that fulfils these requirements may, however, be recognized by the Lieutenant-Governor in Council as the representative of the Police Force if it has an absolute majority of the Force as members.

Negotiations are to be carried out and grievances settled by a nine-member Joint Parity Committee consisting of a non-voting chairman, four employer representatives appointed by the Director-General of the Police Force and four employee representatives appointed by the recognized association.

The Committee is to: negotiate with a view to making or renewing a labour contract; negotiate the revision of some terms of the contract during the life of the contract; study representations made by the recognized association regarding the application of the contract, the code of discipline, transfers and promotions; and settle grievances. The recommendations of the Committee regarding any of these matters, except grievances, are to be submitted to the Lieutenant-Governor in Council when the Committee deems it expedient.

If 30 days before an agreement is due to expire, agreement has not been reached, the dispute must be submitted to arbitration by either a judge chosen by the parties or, failing agreement, a judge of the provincial court. A grievance dispute or any of the other matters with which the Committee must deal may, at the instance of either party, after 60 days of unsuccessful negotiation, be submitted to arbitration by a judge of the provincial court. The decision of the arbitrator is binding only in the case of a grievance dispute; in other cases, it is merely a recommendation to the Lieutenant-Governor in Council. As soon as the recommendations forwarded by the Joint Parity Committee or the decisions made by the arbitrator have been approved by the Lieutenant-Governor in Council, they have effect as if they were a labour contract signed by the parties.

### **Teachers**

Saskatchewan replaced its Act governing teachers' salary negotiations. The major change introduced is area bargaining, instead of bargaining by individual school boards. Since the passing of the Act, the province has been divided into 13 bargaining areas. The Act also sets a timetable for salary negotiations, and changes the period for which an agreement is to be in force from a school year to a calendar year.

Within an area, salary negotiations are to be carried out by a school board area committee and a teacher area committee,

which are to consist of representatives from individual school boards and the teachers employed by them. A committee may negotiate by itself, or it may appoint representatives who do not necessarily have to be members of the committee. Salary agreements are to have a duration of at least one year, beginning January 1 and are to remain in force until a new agreement is negotiated. Formerly, agreements were made for the academic year. Where a salary agreement is in force, notice to negotiate may be served on or before October 15 of the year in which an agreement is to expire, and negotiations are to begin within 30 days. By mutual consent, however, committees may negotiate at any time.

A new step was added to the negotiation procedure. If no agreement is reached by January 7, or by an earlier date that has been agreed to by both parties, the Minister of Education may appoint a conciliation officer to assist in negotiations. If no agreement has been reached by February 15, conciliation is to cease and the conciliation officer is to report to the Minister.

The final step in deadlocked negotiations is voluntary binding arbitration. At the request of both parties, the Minister must appoint a board of arbitration. If the request comes from one party, the board may be appointed only with the consent of the other party. If no board is appointed because of lack of consent, the Minister may publish in the negotiation area the claims of both committees, together with part or all of the conciliation officer's report.

Each school board and the teachers employed by it are required to set up a Board of Review, composed of representatives appointed by them, to consider disputes concerning the interpretation or application of salary agreements. It can only make recommendations for settlement. Such disputes may be taken before a judge in chambers for a binding decision. A six-member Teacher Classification Board is to be established. The Board is to make recommendations regarding the classification of teachers' qualifications for inclusion in regulations. It is to hear any case brought before it by a teacher regarding his inclusion in a class of teachers, and to make a binding decision.

### **Nurses**

An amendment to the New Brunswick Registered Nurses Act permits the New Brunswick Association of Registered Nurses to act as a union representing members of the Association. It may now apply for certification and engage in collective bargaining. These provisions are to apply, notwithstanding the Labour Relations Act, which specifically excludes nurses.



# Labour Standards Legislation In 1967-68

New Labour Standards Ordinances were enacted in the Yukon and the Northwest Territories. Another notable expansion in the field of labour standards legislation was the Ontario Employment Standards Act, an omnibus act that consolidates provisions on a wide range of subjects into a labour code. The code is administered by a Director of Employment Standards. It introduces a new wage collection procedure by the Ontario Department of Labour.

Several provinces increased the minimum wage and overtime rates or amended existing legislation on these subjects. Concerning hours of work, an order applying to Newfoundland shipping, and an order for the trucking industry throughout Canada were issued under the Canada Labour (Standards) Code to establish special hours of work standards over limited periods of time.

A requirement to pay an overtime rate for work on general holidays was introduced in Ontario, and the general holiday order in British Columbia was revised.

The Newfoundland Employment of Children Act, newly enacted, issues a general prohibition against employment of children under the age of 16. In some other provinces, similar legislation was revised, either by raising the minimum age for employment, or by changing the rules for school-leaving age.

Private employment agencies were legalized in Alberta, and put under a licensing system.

The Prince Edward Island Legislature adopted a Human Rights Code, and in the Province of Ontario the existing Age Discrimination Act, which deals in part with job advertising, was amended.

## Territorial Ordinances

In the area of labour standards, an important development was the enactment of new Labour Standards Ordinances in the Northwest Territories and in the Yukon Territory, on November 25, 1967, and April 4, 1968. These two Ordinances

were modelled on the Canada Labour (Standards) Code, with some changes in standards, particularly with respect to hours, in view of local conditions.

In the Northwest Territories, the new Ordinance filled a gap in regard to legal standards of hours of work, minimum wages, annual vacations and general holidays. The Yukon Territorial Council had already legislated in these four fields. Both Labour Standards Ordinances are very general in their application. The Northwest Territories Ordinance excludes only domestic servants in private homes, trappers and persons engaged in commercial fisheries and managerial personnel. Professional employees may be excluded by regulations. The Yukon Ordinance applies to all employees.

Members of the employer's family, individuals in search of minerals, travelling salesmen, domestic servants, farm labourers, and managerial employees are excluded from the hours-of-work section. Members and students of professions and other persons and classes of persons may be excluded from the vacations-with-pay section. The Northwest Territories Ordinance excludes hunting and fishing guides from the hours-of-work section.

In both Territories, standard hours-of-work are 8 in a day and 48 in a week, compared with 8 and 40 in the Canada Labour (Standards) Code. Except in special circumstances, maximum hours are 10 in a day and 60 in a week, compared with the federal 48. In the Northwest Territories, for workers employed in exploration and the development of metal mining and petroleum, the transport of goods to and from isolated areas, tourist camps and commercial fishing, standard and maximum hours are 208 and 260 in a month. In the Yukon, standard hours for employees in shops are 8 in a day and 44 in a week; maximum hours are 260 in a month. Overtime work underground in mines is prohibited, and time and a half the regular rate must be paid for all hours worked in excess of standard hours.

The Ordinances provide for a minimum wage of \$1.25 an hour for workers 17 years of age and over, and two weeks

vacation with pay after a year's service. Both provide the same eight general holidays with pay as provided for in the federal Code; Yukon adds a ninth — Discovery Day.

In the Northwest Territories, an employee is entitled to a holiday with pay only when a general holiday falls on a regular working day. If he is required to work on a holiday, he must be paid his regular working pay for the day and, in addition, wages at his regular rate for the hours worked, or he must be given a holiday with pay at some other time convenient to him and his employer. The Yukon Ordinance follows the Canada Labour (Standards) Code in requiring regular pay plus wages at the rate of time and one half for the hours worked. This does not apply to custodial work and essential services as may be prescribed by regulations. If the general holiday falls on a Sunday, the following Monday must be granted as a holiday with pay. If the holiday occurs during an employee's vacation, the vacation must be extended by one day, and the employee must be paid, in addition to the vacation pay, the wages for that holiday.

The Commissioners of the two Territories are responsible for the operation of the Ordinances and, for the purposes of administration, are each to appoint a Labour Standards Officer. Provision is made for inspection staffs. The Commissioner of the Northwest Territories may and the Commissioner of the Yukon Territory must establish an Advisory Board consisting of a Chairman, an employers' representative and an employees' representative, to advise and assist him in the administration of the Ordinance.

## Ontario Employment Standards Act

One of the main enactments in the labour standards field is the Employment Standards Act, 1968, of Ontario. It is an omnibus Act that combines: existing standards of hours of work, vacations with pay and minimum wages; new standards of premium pay for overtime and for work done on seven holidays; the equal pay provisions now contained in the



Ontario Human Rights Code, with appropriate changes in view of the fact that they will now be enforced by departmental inspectors; previously established requirements regarding homework and pay statements; and a new wage collection procedure empowering the Department of Labour to collect unpaid wages up to a maximum of \$1,000 a claim. Consolidation of all these provisions into a labour code will make them more accessible to and understood by both employers and employees.

A Director of Employment Standards is to be appointed to administer the Act, subject to the direction of the Minister. The Act comes into force on January 1. Previous to this enactment, Ontario had no statutory requirements regarding overtime pay. The Act requires payment of time and one half the regular rate for overtime beyond 48 hours in a week. As before, a permit must be obtained for the working of hours in excess of those authorized by the Act. A permit is to contain such terms and conditions as the Director prescribes.

Employers are also required to pay one and one half times the regular rate for work done on seven specified holidays. If New Year's Day, Dominion Day or Christmas Day falls on a Sunday, the following day is to be considered a holiday for purposes of overtime pay.

The equal pay provisions are expanded to prohibit discrimination against either sex in the payment of wage rates, and to define "the same work performed in the same establishment" by the addition of the words "the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions."

Further, it is expressly stated that a difference in rates of pay based on a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or, as before, any factor other than sex does not constitute discrimination. An employer is forbidden to reduce the rate of pay of an employee in order to comply with the equal-pay requirement. In addition, the Act forbids an organization of employers or employees to cause or attempt to cause an employer to pay rates of wages that are in contravention of the equal pay provisions of the Act.

Enforcement of the equal pay requirement will no longer be by complaint, as is now the case under the Ontario Human Rights Code. Where, in the opinion of the Director, an employer has not paid an employee equal pay for equal work, he may determine the amount of money owing, and such amount is to be deemed to be unpaid wages. Where the Director is unable to make a determination, he

may recommend to the Minister the appointment of a board of inquiry, similar to the board now provided for in the Ontario Human Rights Code. After hearing the parties, a board would be required to recommend to the Director the course of action that ought to be taken.

The Director may require an employer to pay to him in trust unpaid wages, overtime pay or vacation pay, as determined by him to be owing to an employee, up to a maximum of \$1,000. The employer is given the right to appeal to the Minister within 21 days for a review of the matter and a hearing on the Director's decision. The new legislation provides regulation-making authority on a wide range of matters, and sets out the necessary provisions for its administration and enforcement. The penalties that may be imposed are higher than under any previous Act.

### Minimum Wages

Since the last conference, three provinces have increased their minimum wage rates, and Prince Edward Island, which had a province-wide rate applicable to men only, introduced a general minimum wage order for women. British Columbia increased rates for some categories of skilled workers.

Saskatchewan rates have been increased effective October 1, and the province has changed from weekly to hourly rates for most employees. Quebec rates were increased effective November 1, bringing the general minimum rate from \$1.05 to \$1.25 an hour in the Montreal region, and from \$1 to \$1.15 in the rest of the province.

Manitoba increased its minimum wage in four stages. The minimum reached \$1.25 an hour on December 1.

Nova Scotia eliminated separate minimum rates for experienced and inexperienced workers and made a change in its zoning system, reducing the zones from three to two.

Following receipt of the report and recommendations of the Royal Commission on Minimum Wages, the Newfoundland Government increased minimum rates substantially, effective May 1. These were the first increases to be made in five years.

Prince Edward Island's new minimum wage order for women workers sets a minimum rate that takes effect in three steps over a period of one year.

With the latest increases, the minimum rate for the great majority of workers in Canada is now \$1 an hour or more. Some exceptions remain, however. The rates for all women workers in Newfoundland, Prince Edward Island and Nova Scotia, and outside the cities in Saskatchewan, are still under \$1.

A minimum wage of \$1.25 under the Canada Labour (Standards) Code is al-

ready in effect in the Yukon and Northwest Territories, Alberta and British Columbia, and it will be in effect in Manitoba and the Montreal zone in Quebec by the end of the year. In addition, rates that are higher than the general minimum are in effect in most provinces for certain skilled trades, such as logging and construction. In British Columbia, special minimum rates for skilled workers range from \$1.50 to \$2.50 an hour.

Changes were made during the year in minimum wage laws and regulations by amendments to the Acts and by orders.

### Amendments to Acts

Ontario incorporated the authority to set minimum wage standards established by the Minimum Wage Act in its new general Employment Standards Act.

Newfoundland amended the Minimum Wage Act to deal with the problem a magistrate may have if an employer has failed to keep proper records in computing the wages owing to an employee for the purpose of making an order for payment. If the magistrate does have difficulty in determining the amount of wages owing to an employee in accordance with the minimum rate, he may base his computation on consideration of a determination made by an officer of the Department of Labour under the procedure for the collection of wages laid down in the Act and on the claim of the employee. If there is no such determination, he may base the decision on whatever evidence is available to him.

Prince Edward Island excludes farm labourers and domestic servants from the provisions of the Women's Minimum Wage Act. The Act now states that the domestic servants excluded are those employed in private residences.

### Orders

A four-stage increase in the minimum wage was provided for in Manitoba. For workers 18 years and older, the minimum was raised from \$1 to \$1.10 an hour on December 1, 1967, to \$1.15 on April 1, to \$1.20 on August 1, and to \$1.25 on December 1. The minimum for workers under 18 is \$1 an hour.

The regulations provided further that all workers employed on an incentive or piecework basis must receive at least the minimum wage. Inexperienced workers not covered by a learner's permit must be paid 15 cents less than the minimum, but not less than \$1 an hour, for the first three months of employment. They are to receive 5 cents less than the minimum for their second three months of work, after which the full minimum must be paid.

In the revision of its general order, effective April 1, the Nova Scotia Minimum Wage Board dropped its provision for inexperienced workers' rates, whereby



employers were permitted to employ workers during their first 350 hours of employment at rates 15 cents below the minimum hourly rate for the zone concerned. Adult rates now apply to employees of 18 years of age and older, instead of 17 years and older. Rates for young workers, now referred to as "underage workers," apply to workers between the ages of 14 and 18.

The zone system was also changed by combining the former zones IA and IB, comprising the cities and larger towns of the province, to form a new Zone I. Zone I now consists of Halifax-Dartmouth, Sydney and New Glasgow, and surrounding areas within a 10-mile radius, and of Truro, Amherst and Yarmouth and surrounding areas within a five-mile radius. Zone II, as before, consists of the rest of the province.

The minimum wage for male workers 18 years of age and older was raised to \$1.15 an hour in Zone I and to \$1.05 an hour in Zone II; and the minimum rate for women 18 years of age and up was raised to 90 cents an hour in Zone I and to 80 cents an hour in Zone II. This meant an increase of 5 cents an hour for workers in the former Zone IA and 10 cents an hour for workers in the former Zone IB and Zone II. Minimum rates for underage workers are 95 cents an hour for boys and 70 cents an hour for girls in Zone I, and 80 cents for boys and 55 cents for girls in Zone II. In the order governing beauty parlors, the zones were consolidated as in the general order. Minimum wage rates for experienced workers were raised to 95 cents an hour in Zone I and to 80 cents an hour in Zone II. Inexperienced workers still have no set rate for the first three months of employment, but are now to receive 45 cents an hour for the second three months in both zones, and, for the third three months, 70 cents an hour in Zone I and 60 cents an hour in Zone II.

An amendment to the order governing road building and heavy construction raised the minimum wage by 10 cents to \$1.25 an hour.

Newfoundland increased its minimum wages, effective from May 1, to \$1.10 an hour for men and 85 cents an hour for women. These rates apply to workers over 19. Male employees between the ages of 16 and 19 are to receive 70 cents an hour, and female employees in the same age group must be paid 50 cents an hour. The previous minimum rates were 70 cents an hour for men and 50 cents an hour for women, and these rates applied to all workers over 17. Employees engaged in farming and market gardening and domestic servants are excluded from the coverage of the order, as they were from the previous order in 1963.

An overtime rate of at least one and one half times the minimum rate must be paid for all hours worked in excess of 48 in a week. Employees engaged in fish processing have been excluded from this requirement. The overtime provisions apply to all other employees except shop assistants, who are covered by the Hours of Work Act, 1963. The latter must be paid time and one half their regular rate after 8 hours in a day or 40 hours in a week.

Saskatchewan replaced and consolidated its minimum wage orders, effective October 1, 1968. As recommended by the Minimum Wage Board, the rate for most employment is now set on an hourly basis. Previously, a weekly rate was set for full-time workers. Minimum wage rates are increased for most employment.

The two general orders, one for the cities and one for the rest of the province, cover all employees except domestic servants, agricultural employees, firemen in cities of over 10,000, nurses and students in hospitals, employees of rural municipalities employed solely in road maintenance, and employees subject to special orders. Managerial employees are no longer excluded. Special orders cover construction, well drilling and truck drivers, logging and lumbering, and janitors and caretakers in residential blocks. The general orders establish a minimum wage of \$1.05 an hour in the cities, and 95 cents an hour in the rest of the province for employees 17 years of age and over; employees under 17 are to receive 95 cents an hour in the cities and 90 cents an hour elsewhere in the province. Special rates for part-time workers, delivery boys and messengers, and drivers of trucks weighing less than 7,500 pounds have been eliminated.

The order governing construction, well drilling and truck drivers sets a minimum wage of \$1.25 an hour. The former rates were \$1.20, \$1.15, and \$1.20 or 3½ cents per mile, if greater. The minimum wage established by this order applies only to drivers of trucks that have a gross weight of more than 7,500 pounds, and helpers and swamper are no longer included.

The logging and lumbering order also establishes a minimum of \$1.25 an hour, with \$185 a month for cooks, cookees, bull cooks and watchmen. The former rates were \$1.05 an hour and \$165 a month. The amount that may be charged for board and lodging has been increased from \$2 to \$2.50 a day. The requirement that employees had to be paid at regular rates while waiting on the job or while travelling from the employer's premises to the place of work has been deleted. The order governing janitors has been reissued without change, as has the one governing statements of earnings. The public holidays provisions, previously in-

corporated in each order, have now been issued as a separate order. In addition, a separate order containing special provisions previously incorporated in the orders governing hotels and restaurants, educational institutions, hospitals and nursing homes has been issued. It contains the same rules as before regarding such matters as working shifts, uniforms, meal periods and board and lodging.

Prince Edward Island has established a minimum wage applicable to all women workers in the province, except farm labourers and domestic servants in private homes, who are excluded from the Women's Minimum Wage Act. The only women previously covered were waitresses and cashiers in restaurants in Summerside and Charlottetown, and laundry workers. As of July 1, 1968, the minimum wage for women is 80 cents an hour, increasing to 85 cents on January 1, 1969 and to 95 cents on July 1, 1969. The minimum wage for men is \$1.10 an hour.

Rates of 5 cents below the general minimum may be paid to inexperienced workers for a probationary period of 30 days and to students who work a minimum of 28 hours a week, or full time from May 15 to September 15, or during Christmas and Easter vacations. Handicapped employees must be paid the minimum rate unless a permit has been issued by the Labour Relations Board authorizing a lesser wage. A written application must be made by the employer in each specific case.

An overtime rate of not less than one and one half times the minimum rate must be paid for all hours worked in excess of 48 in a week or the normal hours worked, if less. Employees hired on a seasonal basis during the harvesting and processing season may work a maximum of 54 hours a week. Work in excess of 54 hours is to be paid for at a rate of one and one half times the minimum rate. In all such cases, before the work starts, the employer must submit a statement describing the work and stating the time period during which the work is to be undertaken. The order does not apply to persons whose wages are fixed under the Industrial Relations Act.

Employers must not deduct more than \$10 a week for board and lodging, \$7 for board only, \$3 for lodging only, or 40 cents for a single meal. No charge may be made for a meal not received.

British Columbia raised the minimum rates in a number of its orders covering classes of workers having special skills. As a result of the increases, which ranged from 35 to 50 cents an hour, the new hourly rates are as follows:

- construction industry, tradesmen \$2.50, others \$1.65;
- machinists, moulders, refrigeration



and sheet metal trades, \$2.50;

- automotive repair and gasoline service station industry, tradesmen \$2.50, others \$1.25;
- electronic technicians, \$2;
- boat and shipbuilding industry, tradesmen \$2.25, others \$1.65; and
- hairdressers, \$1.60.

A number of additional categories of workers were exempted from the provisions of the Minimum Wage Acts: persons in a position of supervision or management, or employed in a confidential capacity; part-time instructors employed by boards of school trustees and educational institutions; and teachers as defined in The Public Schools Act.

In Alberta, the special minimum wage order providing for the payment of a learner's rate to women with less than eight weeks experience in the garment industry, on a permit system, was reintroduced, effective from November 1, 1967. The order was first introduced in 1962 and cancelled, effective from April 1, 1966. As a result, the inexperienced worker may be paid \$1 an hour for the first four weeks of employment, and \$1.15 an hour for the second four weeks. Not more than 25 per cent of the employees in an operation may be learners, except where there are fewer than four workers, in which case one may be inexperienced.

### Hours of Work

Under the Canada Labour (Standards) Code, two Commissions of Inquiry were appointed pursuant to Sec. 35 to inquire into the application of the hours of work provisions of the Code. One of these was set up to review conditions that have prevailed for many years in the shipping industry in Newfoundland; the other was named to review conditions in the trucking industry throughout Canada. In both cases, Orders in Council were passed to establish special hours of work standards over limited periods of time.

The Newfoundland Shipping Order provides for a graduated reduction of hours of work limits to reach Code standards by December 31, 1973. The Order applicable to the trucking industry will be in effect for a three-year period beginning July 1, 1968, and it establishes hours standards that recognize the special conditions existing in this industry.

Under the Order, from July 1, 1968 to June 30, 1969, maintenance workers, city drivers, despatchers and warehousemen will have a maximum work week of 56 hours, with standard hours of 9 in a day and 48 in a week, and not less than time and a half to be paid for all hours worked beyond the standard hours. From June 30, 1969 to June 30, 1971 the maximum work week of maintenance workers will be reduced to 52 hours, with not less than time and one half for all hours

worked beyond standard hours of 8 in a day and 44 in a week. During the same period, the maximum hours of city drivers, despatchers and warehousemen will be 53 in a week, with time and a half required for all hours worked beyond the standard hours of 9 in a day and 45 in a week.

The Order also provides that the maximum hours permitted may be exceeded, in exceptional circumstances, with the permission of the Minister of Labour. There is also provision for exceeding the maximum hours in emergency circumstances, and a requirement that such excess hours be reported to the Minister.

As amended on July 17, 1968 the Order establishes two alternative methods of limiting hours of highway drivers. When hours are not averaged, maximum hours are set at 60 in a week. Hours worked in excess of 60 in a week, or in excess of 10 without an uninterrupted period of at least 8 consecutive hours, must be paid for at time and a half the regular rate. Alternatively, an employer may average hours of work. Where hours are averaged, the maximum hours are 55 times the number of weeks in the averaging period. In these circumstances, overtime pay is required for hours worked in excess of the total in the period, and in excess of 10 without an uninterrupted period of at least 8 consecutive hours. The maximum hours in a week and in an averaging period may be exceeded in exceptional circumstances by permit, and in emergencies.

Hours of work provisions in the Ontario Employment Standards Act were re-enacted, with only a few minor changes. Working hours in Ontario are limited to 8 and 48, subject to any lesser maximum set by an industrial standards schedule. Daily hours in excess of 8 may be worked, with the approval of the Director, as long as the maximum 48-hour week is not exceeded.

By permit from the Director, hours to the extent of 12 a week over and above 48 may be worked by engineers, firemen, full-time maintenance men, receivers, shippers, delivery truck drivers and their helpers, watchmen and other persons who, in the opinion of the Director, are engaged in a similar occupation. For other employees, an extension of not more than 100 hours in a year may be granted. A further extension of hours may be authorized by permit because of the special nature of the work performed or the perishable nature of the raw material being processed.

Overtime for girls under 18 is limited to 6 hours in a week. The present provision applies to young persons of both sexes under 18. The Act now prohibits night work, between midnight and 6 a.m., for girls under 18. A woman over 18 working at night must be provided with private

transportation at the employer's expense to or from her residence. Under the current provision, women and boys under 18 are not allowed to work between 12 p.m. and 6 a.m., except with the permission of the Minister.

The Manitoba Labour Board is now required, as a result of an amendment to the Employment Standards Act, to review annually its orders permitting variations from the standard hours of work.

### Annual Vacations

The amendments to the Nova Scotia Vacation Pay Act that were enacted in 1967 requiring employers to give their employees a two weeks vacation with pay after a year of employment, went into force on January 1, 1968.

In Alberta, a two weeks vacation with pay after each year of employment is the rule. The Board may now order that a shorter vacation, in proportion to the time worked, be given to an employee with less than one year's service. The Board is also permitted to determine what will constitute a wage or pay and the method of computing such wage or pay. In Alberta at the present time, an employee must be paid his regular pay for his vacation. In all other jurisdictions except Manitoba, vacation pay is a percentage of annual earnings.

Workers in industries covered by decrees in Quebec are entitled, as a general rule, to a one-week vacation with pay after one year of employment. A two weeks vacation with pay is provided for only after three or five years of service in most of the decrees. A two weeks vacation with pay after one year of employment is now required however, in such industries as dress, ladies cloak and suit, leather glove, women's and children's millinery, clothing, and retail fur. Except for the decree governing the retail fur industry, which applies in Montreal and within a 50-mile radius of the city, these decrees apply throughout the province. Workers in religious institutions, educational establishments and church councils, and those working on electric power distribution lines must be given a similar vacation.

Plumbers, oil burner mechanics, and electricians in the Quebec region are entitled to two weeks vacation with pay after one year's service, and plumbers, refrigeration mechanics, welders, tinsmith-roofers, and asbestos insulation mechanics in specified counties must also be given two weeks yearly. In the food industry, employees must be granted a vacation of two weeks after three, four or five years of employment. In the construction industry, marble setters, tile setters and terrazzo layers in the Montreal region are given a three weeks vacation every year. A much longer qualifying period of service is usually required, however, for an



annual vacation of three weeks. Under most decrees, three weeks vacation with pay is given, depending on the industry, to employees only after 10, 12, 15, 17 or even 20 years of service.

### General Holidays

In Ontario, under the new Employment Standards Act, work performed on seven specified holidays must be paid for at not less than one and one half times the regular rate. The seven holidays are: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. Where New Year's Day, Dominion Day or Christmas Day falls on a Sunday, the following day is observed as a holiday.

The British Columbia holiday order issued in 1967 granting employees, other than those covered by a collective agreement under the Labour Relations Act, eight paid holidays a year was amended, effective from August 12, 1968. The main change is that a distinction is now made, as it is under the Canada Labour (Standards) Code, between persons employed in a "continuous operation" and other employees, regarding pay for work performed on a general holiday. A "continuous operation" is defined as one normally carried on without regard to Sundays or public holidays.

The general rule is, as before, that, where an employee is required to work on a holiday, he must be paid time and a half his regular rate for all hours worked and, in addition, must be given a holiday with pay at some other time convenient to him and his employer. Where an employee employed in a "continuous operation" is required to work on a holiday, he must, in addition to his regular rate of pay for the day, either be paid time and a half his regular rate for all hours worked, or be given a holiday with pay at some other time.

A holiday with pay in lieu of a holiday worked must be given not later than the employee's next annual vacation or the day on which he receives his vacation pay when he has not earned an annual vacation, or on termination of employment, whichever occurs first.

Where certain employees of an employer are bound by a collective agreement, and other employees of the same employer are entitled to the general holidays provided for in the order, the employer may, with the approval of the Board of Industrial Relations, substitute a holiday specified in the collective agreement for a general holiday under the order, so that all his employees will be entitled to a holiday on the same day.

### Weekly Rest

In Manitoba, employees who are usually employed less than five hours in

a day were brought within the weekly rest provisions of the Employment Standards Act.

### Maternity Protection

In Alberta, the authority of the Board of Industrial Relations to make regulations in the matter of maternity protection was expressed in more general terms, enabling it to "establish provisions regulating and prohibiting the employment of women during and following pregnancy." Under the previous wording, the periods in which employment could be prohibited were specified.

### Wage Protection

As a result of an amendment to the Wages Act of Ontario, an assignment of wages to secure payment of a debt is invalid, except in the case of assignment to a credit union. As indicated earlier in this article, the Ontario Department of Labour was given power under the Employment Standards Act to collect unpaid wages owing to employees, up to a maximum of \$1,000 per claim. In Ontario, the provisions in the Wages Act making it compulsory for an employer to give pay statements were transferred to the Employment Standards Act.

An amendment to the Manitoba Employment Standards Act made it mandatory for an employer to give an employee a pay statement on each pay day. If wages and deductions are the same over a period of time, however, a pay statement may be given at the beginning of the period and each time the wages or deductions change. An earnings statement must be given if the employee requests it or the Minister directs that it be given.

### Employment of Children

Newfoundland enacted a special Act to regulate the employment of children. It became the fourth province—British Columbia, Nova Scotia and Prince Edward Island are the others—to have a child labour law prohibiting employment below a specified age. In other provinces, a minimum age for employment is fixed in a law dealing with a number of employment standards, in minimum wage orders or in industrial safety laws. The Newfoundland Employment of Children Act, which will be proclaimed in force, prohibits the employment of children under the age of 16, except in family undertakings.

Further, the employment of a child under 16 in a family undertaking has been made subject to a number of safeguards. These are that a child may not be employed in any work that is or may be harmful to his health or normal development, or is such as to prejudice his attendance at school or his capacity to benefit from instruction given. He may

not work more than 8 hours in a day. On a school day, he may not work more than 3 hours. Time spent at school and work may not total more than 8 hours. Work during the night, between 9 p.m. and 8 a.m., is prohibited.

The Minister of Labour, who is responsible for the administration of the Act, may, by order, prohibit the employment of a child under 16 for any reason that he deems sufficient. There is provision in the Act for the making of regulations permitting the employment of children under 16 in specified occupations. Any such employment would be subject to conditions to be complied with as safeguards, as, for example, a minimum age for employment and the payment of a specified minimum wage. This provision appears to be designed to permit the employment of children on light work or in certain limited safe areas, subject to prescribed conditions.

Regulations may also be made concerning the employment of young persons under 18. Such regulations may prescribe the circumstances under which and the occupations in which persons under 18 may be employed, and may fix the conditions and minimum wages for such employment, or may prohibit the employment of persons under 18 in any specific occupation. Any person or class of persons may be exempted by regulation from the application of the Act or regulations. Employers are required to keep on file birth certificates for all employees under 18. The Act provides for a system of inspection, and requires every employer to keep a register of the names, dates of birth, addresses, and dates of commencement and termination of employment of all employees under 18.

Provision is made for an advisory committee on which the Departments of Public Welfare, Education, Health and Labour would be represented to assist the Minister in carrying out the purposes of the Act.

In Manitoba, an amendment to the Employment Standards Act raised the minimum age for employment from 15 to 16 years. The minimum age for employment in a factory is now 16 years, and there is no provision for exceptions. For any other employment, the minimum age is 16, unless a written permit is obtained from the Minister of Labour.

There is a provision in the Act enabling the Lieutenant-Governor in Council to make regulations prohibiting or regulating the employment of "adolescents"—persons between the ages of 16 and 18—in work that is deemed to be dangerous, unwholesome or unhealthy.

### School-Leaving Age

The change from 15 to 16 years in the minimum age for employment in Manitoba brings the minimum age for employ-



ment into line with the school-leaving age set by the School Attendance Act. An amendment to the latter Act made provision for an exception to the requirement that a child must attend school to the end of the term in which he reaches the age of 16. The amendment permits a child who is over 15 years of age to be exempted from school attendance if he has obtained a certificate signed by his parent or guardian, the school attendance officer and the superintendent of schools or, if there is no superintendent, by the school inspector. The Minister of Education stated that the amendment would affect only a small number of children who have ceased to benefit from attendance at school.

### Employment Agencies

Alberta legalized private employment agencies and provided for their licensing. The provision of the Alberta Labour Act prohibiting the operation of private, fee-charging employment agencies was repealed. Previously, agencies for the placement of professional, scientific or executive personnel were permitted as long as they did not charge a fee to a job-seeker.

A new Act provides that agencies are to be licensed on a yearly basis and that they must not charge an employee for their services. Records of employers and job-seekers must be kept and made available for inspection. Where a legal strike or lockout is in progress, an agency must not send a person to take employment in place of an employee who is on strike or locked out without informing the person of the existence of the strike or lockout.

### Human Rights

The Throne Speeches of Prince Edward Island and Ontario referred to the fact that 1968 had been designated as International Year for Human Rights, and both provinces passed legislation in the human rights field.

The Prince Edward Island Legislature adopted a Human Rights Code similar in scope to the Nova Scotia and Ontario codes. The Ontario Legislature made an amendment to tighten the law prohibiting discrimination in employment because of age. The Prince Edward Island Human Rights Code prohibits discrimination on grounds of race, religion, religious creed, colour, or ethnic or national origin in public accommodation, housing, employment, trade union membership, and in published notices or signs. It also incorporates the equal pay provisions of the Equal Pay Act, which is now repealed. In Ontario, as indicated earlier, equal pay provisions were transferred from the Ontario Human Rights Code to the Employment Standards Act.

The prohibitions of the Code apply to

the provincial Government and its agencies. Its provisions forbidding discrimination on any of the grounds listed above—in places to which the public is customarily admitted and in the renting of any dwelling unit in any building or in the terms or conditions of occupancy, in regard to hiring and conditions of employment, employment application forms, job interviews and advertisements, in matters of trade union membership, and in the publication of notices or signs—follows the pattern that has become familiar in Canadian Human Rights legislation.

As in other jurisdictions, the prohibitions concerning discrimination in employment do not apply to domestic servants in private homes, to specified types of non-profit organizations, or to those operated to foster the welfare of a religious or ethnic group.

The equal pay clauses, as before, make it unlawful for an employer to pay a female employee at a lesser rate of pay than a male employee for substantially the same work done in the same establishment. A difference in wage rates based on a factor other than sex is not a contravention of the Code. The Code is to be administered by the Minister of Labour and Manpower Resources.

As in other provinces, cases of alleged discrimination will be investigated on complaint. The Code provides for an inquiry into a complaint by an officer designated by the Minister. If settlement is not reached, the Minister is to make a further inquiry, giving all parties full opportunity to be heard. Where he finds the complaint is a valid one, he must determine the course of action that ought

to be taken and is empowered to issue an order requiring his decision to be put into effect. There is provision in the Code for prosecution and penalties and for the prohibition by court injunction of the continuation of an offence. No prosecution may be instituted without the consent of the Minister. To help to create a climate of understanding of and compliance with the principles of the Code, the Minister is directed to develop educational programs designed to eliminate discrimination.

Ontario amended the Age Discrimination Act, which was enacted in 1966, forbidding discrimination by employers and trade unions against persons between 40 and 65 years because of their age. The amendment prohibits job advertising that expresses a limitation or specification based on age. The Minister stated that age specifications in advertisements had tended to keep the older worker from seeking advertised employment, even though legally there could be no bar to him on grounds of age alone.

### Ombudsman Acts

In Alberta, an amendment to the Ombudsman Act brought the Workmen's Compensation Board within the jurisdiction of the Ombudsman.

The New Brunswick Ombudsman Act was amended to provide that no rule of law that authorizes the withholding of information on the grounds of protecting the public interest applies to the Ombudsman. The expression "rule of law" was substituted for "Act" and is designed to cover not only statutes but also regulations, including Orders in Council.

## Wage Schedules Prepared In September

During September, the Department of Labour prepared 288 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 259 contracts in these categories were awarded. In addition 173 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in September for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
C.M.H.C.	1	\$ 7,000.00
Defence Production	57	76,200.00
Post Office	4	47,430.04

During September, the sum of \$1,482.80 was collected from 8 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 34 workers concerned.



# 50th Anniversary of the ILO

"Of course it has failed in many places, but the important thing is to concentrate on its successes, its innovations," Director of the Canada Branch of the International Labour Organization, Kalmen Kaplansky, told a *LABOUR GAZETTE* reporter in September. "No other international organization can claim its uniqueness," he added.

Mr. Kaplansky made the statement when referring to the ILO's 50th anniversary, which is being observed in 1969.

He pointed out that the ILO was the first organization to:

- gather labour statistics on wages, earning hours and cost of living for every country in the world on an annual basis;
- proclaim a need for industrial medicine;
- bring all co-operative experience together—i.e., credit union, rural co-op, urban co-op;
- use labour-management relations to set standards;
- report that industrial conflict was inevitable, and to establish institutions to deal with this conflict;
- precipitate democracy;
- report and feed back communication;
- concentrate on international standards;
- draft legislation; and
- ensure that the standards were implemented and enforced.

How can the ILO ensure that its standards are being carried out, Mr. Kaplansky was asked. Of course it can't, he replied. But the standards are formulated by non-governmental groups who will be affected by them. The ILO has a system of reporting on all the happenings in a country concerning these standards. The reports are published and studied by a committee of experts that tells the organization when the provisions are being violated. Offending governments do not like having an international body censuring them.

"Anyone can file a complaint against another country or even against their own government," Mr. Kaplansky said. "It does not automatically settle the matter, but it prevents a lot of capricious action."

There have been small legislative gains, Mr. Kaplansky continued. "ILO standards create a greater response in the minds of the public, rising expectation, a subtle pressure on the government to respond, new legislative procedures, and more rising expectation—and the government gradually gives up part of its juris-

diction on the altar of international authority."

To get a government to the point where it will permit international authority to supersede national authority is the ideal, he said. "We have not reached that point. Whether we shall ever meet it—well, we just have to strive toward it."

## Minister of Labour speaks on technological change

Technological change and productivity were the subject of recent speeches by Labour Minister Bryce Mackasey. Addressing the Personnel Managers Association of Toronto on October 8, Mr. Mackasey said that he fully agreed with the Freedman Report's statement that management has a moral obligation to make sure technological change causes a minimum of disruption (*L. G.*, 1967, p. 173). If management does not do this on its own, he said, "I will have no hesitation to recommend to my colleagues in the Cabinet that this moral obligation become a legal one."

Not all unions are approaching this problem as they should, the Minister noted. Some union leaders fear not the change so much as the loss of security those changes often bring about, he said. "In short, technological change, properly introduced with a minimum of disruption, and introduced in co-operation with labour, is in the best interests of the labour force in general." Mr. Mackasey urged the delegates to take unions into their confidence if they expected co-operation.

In a statement at a press conference in Montreal on October 10, Mr. Mackasey said that he had been aware for a long time of the industrial unrest at the port. The reasons for this unrest, he said, are: the introduction of technological change; change needed to increase efficiency; a legitimate desire of employees for better working conditions, and no "valid communication between employees and employers." The Minister was in Montreal at the harbour to inspect a new restroom facility, one of 12 to be built. This was one of the recommendations of the Picard report (*L. G.*, Jan. 1968, p. 2). He assured union leaders that the National Harbours Board will immediately imple-

ment the main recommendations of the Cohen report. (Report of Committee on Manpower Problems in the Unloading of Grain Vessels, Port of Montreal. Not yet reviewed in the *LABOUR GAZETTE*.) Later that evening a cheque for \$63,000 was presented to the union. This represented the cost of the Cohen report recommendations to the National Harbours Board.

Mr. Mackasey said that the Board and the Department of Labour were living up to their obligations, but he was concerned that others were not. "For instance, it was agreed last spring that the Shipping Federation would provide a central pay office and eliminate the necessity of long-shoremen going from one stevedoring firm to another to gather their weekly wages. I see no evidence of a hiring hall, no evidence of the hiring of an expert to represent the stevedoring firms on the waterfront, to settle, on the spot, the inevitable differences of opinion that crop up daily with the unions." Mr. Mackasey also expressed concern at the productivity of the Port of Montreal. He hoped that unions realized that increased productivity is essential and would mean more jobs as shippers regain confidence in the port.

## Don't let public employees strike, says CMA President

Cancel the right to strike of public employees, says CMA president, John O'Dea. Speaking to the Manitoba branch of the CMA in Winnipeg on November 6, 1968, Mr. O'Dea said that the right to strike should be replaced with improved and efficient arbitration and grievance procedures. The right was one of the hard-fought-for rights won only recently by public service employees affecting more than 200,000 federal employees alone (*L. G.* 1967, p. 737).

New procedures set up "would allow the unions concerned the fullest possible opportunity to make a case for their members right down the line and, failing agreement, require them and the Government to accept, finally, compulsory arbitration." This, Mr. O'Dea said, would preserve citizens from the "hazards, hardships and inconveniences of strike action" and promote settlements without lasting bitterness. "Hopefully, too, such arbitration would be based on the sound, noninflationary principle that the remuneration paid to public servants should not run ahead of that received by people doing comparable work in private industry."



## Canada-U.S. auto agreement yields dividends for Canada

Review consultations with the United States on the Canada-United States Automotive Agreement (L.G. 1965, p. 596, 1096) were successfully completed in August 1968, with notable progress in the increasing of Canadian production, employment, trade and productivity, according to the Department of Industry.

The Canadian and U.S. governments were responding to a provision in the Agreement that urged a comprehensive review of the progress made in achieving the following objectives:

- the creation of a broader market for automotive products within which the full benefits of specialization and large-scale production could be achieved;
- the liberalization of U.S. and Canadian automotive trade in respect of tariff barriers and other factors tending to impede it, with a view to enabling the industries of both countries to participate on a fair and equitable basis in the expanding total market of the two countries; and
- the development of conditions in which market forces may operate effectively to attain the most economic pattern of investment, production and trade.

Representatives of both countries began the joint review in December 1967. They noted the great expansion of trade in automotive products between Canada and the U.S. that has taken place during the past three and one half years. Two-way trade has increased from \$760 million in 1964 to \$3.3 billion in 1967. Both governments expressed satisfaction that trade and manufacture have also grown in a variety of relative industries such as textiles, finishes, rubber products and electrical equipment.

The agreement has enabled the Canadian automotive industry to realize the economies of greater specialization. Canada is now producing fewer models of vehicles in much longer and more efficient production runs. This development has been of great importance in improving the productivity of Canadian plants, and in reducing the cost differential between Canadian and U.S. operations. An important aspect of the review was a series of consultations between the U.S. Government and U.S. automotive manufacturers and the Government of Canada and Canadian automotive manufacturers.

Despite problems in adjusting to the new conditions of production and marketing, the Canadian industry made considerable progress in increasing the size and efficiency of its operations. In model year 1968, more than 1,000,000 vehicles were manufactured in Canada, compared with 700,000 in 1964, making Canada one of only seven countries in the world to produce more than 1,000,000 vehicles a

year. Exports of vehicles and components increased from \$123 million to more than \$2 billion over the same period. Independent Canadian parts makers have benefited substantially from the expansion in production and trade, and their output has increased approximately 30 per cent during the life of the program. Employment in the industry has reflected this expansion with the establishment of 17,000 new jobs, bringing the total automotive work force to 85,000.

Canadian Government representatives reviewed with Canadian vehicle manufacturers their plans for future operations in Canada, especially for 1969, and indications are that the industry will continue to expand production and trade to the benefit of the Canadian economy in the context of an expanding North American market.

The wage levels to which Canadian automotive assembly workers will move by 1970 will largely be offset by increases in productivity, W. H. Cranston, Chairman of the Ontario Economic Council, told an automotive suppliers conference in Toronto recently. Productivity of assembly workers, he said, will increase "as a result of the economics of scale and specialization from Ontario's new role as a supplier of motor vehicles to the Eastern Canada and northeastern U.S. markets." More than 95 per cent of the Canadian automotive industry is located in Ontario.

Mr. Cranston credited the 1965 Agreement with expanding Ontario's automotive role from a major production centre to one of the most important vehicle producing areas in North America. "Indeed, Ontario currently accounts for between 5 and 6 per cent of the total North American production of automotive products," he said. "We seek not a branch plant economy, but one in which we share both decision-taking and growth with world-wide partners. This is the shape of things to come for all of us."

## Study says fringe benefits outpacing wage level rise

The increase in cumulative benefit costs for all employers is slightly in excess of 2 per cent of gross payroll since 1965, the Thorne Group Ltd., management consultants, has revealed in its 1967 report. The report, "*Fringe Benefit Costs in Canada 1967*," was released in September 1968.

The 1965 total outlay for all employers, excluding the old age security item of 2.1 per cent, was 23.1 per cent. In 1967, this figure had risen to 25.17 per cent. In terms of annual outlay in dollars for each employee, the average cost rose by \$376 to a

total of \$1,595. The 1965 figure was \$1,219.

The study covered 124 employers representing a total of 370,448 employees. The comparison in total cumulative costs of fringe benefits between manufacturing industries (25.30 per cent) and non-manufacturing industries (24.99 per cent) are very close, the report shows. In terms of a breakdown of fringe benefits by major groupings, manufacturing industries laid out 12.03 per cent for paid time off, 2.68 for payments required by law, 7.20 for pension and welfare, 2.42 for bonuses, and 0.97 for non-cash benefits. In non-manufacturing industries, the outlay was 13.51 per cent for paid time off, 2.04 for payments required by law, 7.22 for pension and welfare, 1.3 for bonuses, and 0.91 for non-cash benefits.

## Union's international H.Q. gives Canadians freer role

A freer role has been granted to the 42,000 Canadian members of the 180,000-member International Brotherhood of Pulp, Sulphite and Paper Mill Workers. A report of the Canadian Identity Committee, presented at the union's annual convention in Miami, Fla., on October 6, 1968, recommended the new role.

The report asked that the Canadian Director become responsible for and direct all the union's essential programs in Canada, such as collective bargaining, education, research and information. Another recommendation would give the Canadian membership separate representation at meetings of organizations such as the ILO and the ICFTU. Introducing the report of the committee, Canadian Director L. H. Lorrain warned against the dangers of jeopardizing the unity of workers for the sake of nationalism. "We must start by developing a much broader view of the international and multi-national responsibilities of the labour movement," he said. "Now that we have properly defined our national concerns, we should carefully re-examine our concerns as workers."

## ICWU president dead at 53

Walter L. Mitchell, President of the International Chemical Workers' Union, is dead at the age of 53. Mr. Mitchell died on the last day of the union's convention in New Orleans, where he had just been re-elected to an unprecedented four-year term. He had been President of the 110,000-member union since 1956.



## Mark 20th anniversary of UN declaration

The 20th anniversary of the adoption and proclamation of the United Nations Universal Declaration of Human Rights occurred on December 10, 1968. For the first time, rights and freedoms of individuals — economic, social and political rights — were set out in an international declaration. The event was marked throughout 1968 by International Year for Human Rights. Former Prime Minister Lester B. Pearson was the Honorary President of the Canadian Commission for International Year and John Humphrey was President of the executive committee. Mr. Humphrey was formerly director of the UN Division of Human Rights.

Canada's contribution to the 20th anniversary included a national conference on human rights in December. One of the important speakers at the conference was René Cassin, a prominent French jurist who played a major part in the drafting of the Declaration. Mr. Cassin was also the 1968 recipient of the Nobel Peace Prize.

Since the proclamation of the Declaration in 1948, its provisions have been reflected in the constitutions and laws of many nations, and it has been translated into more than 60 languages. The theme of International Year, and the 20th anniversary was: "Greater recognition and the full enjoyment of the fundamental freedoms of the individual and of human rights everywhere."

## Government-labour project to help U.S. unemployed

A project to develop and co-ordinate manpower programs for hard-core unemployed has been set up in the United States. The formation of the Human Resources Development Institute was announced jointly in November 1968 by AFL-CIO President George Meany and the Secretary of Labor Willard Wirtz. The project will first be launched in 10 cities to be selected by the Institute with assistance from the Labor Department's manpower administration. The experience gained from this operation will be used to generate projects in another 25 cities — to be followed later in 15 more cities.

The Department of Labor will provide \$1.5 million, and the labour movement will contribute \$200,000 worth of services and facilities. There will be special programs to prepare youths from minority groups and others to enter apprenticeship programs; to upgrade training programs; to work with the Job Opportunity project in placing the hard-core unemployed; to provide information on job

opportunities and the problems of the unemployed; and to work with the model cities program in training target area residents for neighbourhood rehabilitation programs.

## Ontario ups minimum wage, passes new standards act

Ontario has raised its minimum wage for general industry by 30 per cent and has put into effect a new Employment Standards Act. The new minimum for general industry will be \$1.30 an hour, up from \$1. The new rate in the construction industry will be \$1.55. The present rate is \$1.25. The new minimums are expected to effect about 190,000 workers, most of whom are not in unions and have little bargaining power.

Announcing the new rates, Labour Minister Dalton Bales said that they will restore the Ontario minimum to the relationship it held with the cost of living and wages when it was first established in 1963. Since then, the cost of living has gone up 15 per cent and wages up 29 per cent on the average, he said.

The new Employment Standards Act includes all the benefits available to workers under present legislation, plus new provisions. The Act calls for time and a half premium pay for overtime beyond 48 hours in a week; equal pay for men and women doing the same work, and time and a half for work done on the seven statutory holidays. The Ontario Human Rights Code has a provision for equal pay for equal work that the Department can now enforce.

The new Act will also empower the Department of Labour to collect unpaid wages for employees up to a total claim of \$1,000. Some special provisions are included to meet the exception needs of some industries. These include: averaging of hours for computation of overtime in continuous shift operations; substitution of other days for statutory holidays; and exemption from the hours of work and overtime pay provisions of the new Act for persons in supervisory and managerial positions.

In a study of wages, hours and overtime pay released earlier this year in Ontario, it was shown that more than half of the 76,778 employees in hotels and restaurants earn less than \$1.25 an hour. The survey also disclosed wide variations in wage levels between men and women. The new Act does not apply to general farming, but the minimum wage rates and vacation-with-pay protection have been extended to a variety of horticultural, veterinarian and agricultural services. Industries under federal government jurisdiction, such as banks, airlines and railways, are not covered by the Act.

## Job mobility of the disadvantaged studied

Job mobility for the disadvantaged can be provided by government agencies, says a report on manpower development from the W.E. Upjohn Institute for Employment Research, Kalamazoo, Mich. The report, *Toward Greater Industry and Government Involvement in Manpower Development*, proposed that government agencies in the United States at the local, state and federal level become "employers of initial opportunity."

Because thousands of government employees leave each year for private enterprise after obtaining skills and knowledge, the report suggested that the same could be done for disadvantaged individuals. There is hardly a job in the private sector, other than jobs on production assembly lines, that is not performed in government service, the study reported. So, mobility for the disadvantaged could be provided by means of a massive training and education program in such jobs as trainee painters, printers, clerks, typists, computer operators and electricians. The report cites the prohibitive costs to private industry in training such people, and says that the private sector cannot mount a program of sufficient magnitude to meet their problems.

"It behooves government agencies at all levels to conduct research, educational, and training programs in the same way that employers in the private sector of our economy are being asked to do. As soon as these trainees have developed skills and obtained the knowledge necessary to make them competitive in the job market, they should be provided the option to leave government for industry and business or to take civil service examinations in the field for which they have been trained."

The report goes on to say that such people would be desirable and needed employees because they have experience, and they would not be considered disadvantaged when they were looking for work. The study was done by two staff members of the Upjohn Institute, Samuel Burt and Herbert Striner. Copies of the report are available free from the Institute at 300 South Westnedge Avenue, Kalamazoo, Michigan, 49007.

## Newfoundland renames labour department

Bill 88, an Act respecting the Department of Manpower and Industrial Relations in Newfoundland, was given Royal Assent on May 23. The Act replaces the Department of Labour by the Department of Manpower and Industrial Relations.



The head of a family of five should make at least \$1,687 a year to provide adequately for his family, Dr. Royal Meeker, Chief of the Labor Statistics Bureau, United States Department of Labor, told the American Public Health Association at a meeting reported in the *LABOUR GAZETTE* for January 1919.

Dr. Meeker said that the average working family received far less than this amount and was compelled to adopt a much lower standard of living, resulting in poor health caused by insufficient diet, inadequate clothing and the lack of proper medical care. He told the Association's convention in Chicago that there was abundant proof that the disease rate increases as wages decrease, and decreases as wages rise. He advocated not only a higher living wage, but also compulsory general state social insurance against sickness, invalidism, unemployment, maternity costs and old age.

The weekly cost of 29 staple foods for a family of five in Canada averaged

varied from \$10 to \$11. The minimum wage for skilled women was \$12 a week.

Two weeks holiday with pay was still a dream for dining car employees of the Canadian Northern Railways in October 1918. A three-man Board of Conciliation vetoed the request and was backed up by a five-man Board of Appeal. The dining car employees did not have much luck, either, in getting serious recognition for their union, the Canadian Brotherhood of Railway Employees. The appeal board could not pass an opinion because the Board of Conciliation was still debating it. The appeal board did, however, justify the employees' claims for longer layover, and strongly recommended that the company take steps to improve conditions as soon as practicable. Higher wages were also supported, and these were retroactive to May 1, 1918.

When Canadian Johnnies came marching home again, many of them traded their guns for pitchforks. According to an analysis made by the Department of Soldiers' Civil Re-establishment, over 105,000 of the 230,000 members of the overseas forces who had filled in registration cards expressed a definite wish to farm in Canada after the war. More than 25,000 men said they would like to settle in Ontario, 23,000 chose Alberta, and 15,000 expressed the wish to live in British Columbia. The Soldiers' Settlement Act, 1917, provided 160 acres of free land, and loans amounting to a maximum of \$2,500 at an interest rate of 5 per cent a year.

A Quebec millwright discovered that the company for which he worked was not liable for injuries sustained on the job if he made more than \$1,000 a year. The Superior Court at Trois-Rivières had awarded damages, but an appeal presented before the Court of King's Bench brought out that the Workmen's Compensation Law of Quebec was applicable only to employees receiving not more than \$1,000 a year.

The plaintiff apparently was earning \$3.50 a day, but had been to work for only two and a half months, for which he had received \$230.38. To estimate his yearly average, the Court took the average wages of 15 other millwrights in the same category who were paid from 25 cents to 45 cents an hour, and divided their wages by the total hours worked. The result showed an average rate of 39.08 cents an hour. Multiplying this by the number of working hours in nine and a half months, and adding the sum to the \$230.38 earned by the plaintiff, the result was a total of \$1,144.19, which the Court considered as representative of the plaintiff's salary. The judgment of the Superior Court was therefore annulled and the action was dismissed with costs of the two Courts.

# 50 Years Ago

In the *Labour Gazette*, January 1919

Dining car employees dreamed of two-week vacations, Saskatchewan women received a minimum wage, and the ideal average income for a family of five was \$1,687 a year.

\$13.63 in mid-December 1918, compared with \$13.49 in November, \$12.24 in December 1917, and \$7.95 in December 1914. Higher prices for potatoes, eggs, butter, and cheese accounted for the rise, but there was a decline in the price of meats, beans and evaporated apples.

A government Bill to provide for a minimum wage for women in certain kinds of employment was to be introduced at the January session of the Saskatchewan legislature, and it was assumed that the main principles of the Bill would receive the general support of the Opposition.

The first minimum wage legislation enacted in Canada was contained in the Alberta Factory Act, 1917, a section that fixed a minimum wage of \$1.50 per shift for all employees except apprentices. Manitoba and British Columbia were next to enact Minimum Wage Acts in 1918. The legislation in each case provided that a Board should be constituted with power to fix minimum wages for female employees. In Manitoba, the minimum weekly wage for unskilled women workers

# Legal Decisions Affecting Labour

The Ontario High Court has declared invalid a merger agreement between the International Union of Mine, Mill and Smelter Workers and the United Steelworkers of America.

Legislation Branch

Mr. Justice King of the Ontario High Court decided in a judgment on May 9, 1968 that, in the absence of constitutional authorization, an unincorporated association such as a trade union cannot terminate its existence and transfer its property and membership to merge with another union without a vote of its members that is unanimous or nearly unanimous in approval of the merger.

He decided also that a trusteeship imposed on a local union without a prior hearing was void and of no effect.

## Canadian Mine Mill Constitution

Until 1955, the Canadian locals of the International Union of Mine, Mill and Smelter Workers received their charters from international headquarters in the United States. One of the Canadian locals that received its charter in this way was Mine, Mill Local 598.

When the 50th Convention of the International Union of Mine, Mill and Smelter Workers was held in 1955, a provision was adopted recognizing that the union in Canada had "distinct and separate national aspirations" and was "concerned with distinct and separate national problems." The provision declared that:

The Local Unions in Canada shall have the right and duty to establish a constitution for the government of the International Union in Canada and shall elect an Executive Board in accordance with the provisions of such

constitution. All Local Unions in Canada shall be a part of and shall be bound by the provisions of the said Canadian Constitution. . . .

The action taken by the 50th Convention was confirmed by a referendum among the membership.

A constituent convention of the Canadian membership was held in 1955, and a Canadian constitution of the International Union of Mine, Mill and Smelter Workers, binding on the membership in Canada, was adopted. The constitution was confirmed by referendum.

## Merger with Steelworkers

A merger agreement was reached between the Mine, Mill union in Canada and the United Steelworkers of America in April 1967. The effect of this merger was stated in Art. IV of the agreement:

As of July 1, 1967, Mine, Mill shall be merged with the Steelworkers and the separate existence of Mine, Mill in Canada shall be terminated except that the Executive Board shall thereafter remain in existence and the officers shall thereafter remain in office only for any purpose incidental and necessary to carry out this agreement or to deal with property, certification, collective bargaining, or other rights of Mine, Mill pursuant to this agreement including the power, right, privilege and authority to execute and deliver or to cause to be executed and delivered any deed, document or other instrument, or to take any other action necessary for such purpose.

As of July 1, 1967, all of Mine, Mill's property both real and personal of whatsoever nature and wheresoever situate either held by it in trust or otherwise or over which it has any power of appointment, or in which it has any interest, legal or equitable and all powers, privileges and rights which are now or may hereafter be vested in Mine, Mill or in the Secretary-Treasurer of Mine, Mill as its trustee, shall be transferred to and vested in the Steelworkers. The Steelworkers shall thereupon assume and become liable for all of Mine, Mill debts and other obligations as if incurred by it. . . .

Art. III of the merger agreement outlined parallel effects on the locals of the Mine, Mill union in Canada:

As of July 1, 1967, without charter fees or any other precondition, the Steelworkers shall issue charters to all existing Mine, Mill Local Unions (as then constituted) in Canada to replace and supercede the charters theretofore issued to them by Mine, Mill. All members of all such Local Unions shall thereupon be deemed, for all purposes, to be members of the Steelworkers.

The Local Unions chartered pursuant

to [the paragraph above] shall be governed in all respects by the Steelworkers' Constitution, its Bylaws for Local Unions, its Local Union Elections Manual, and its policies . . . [with certain exceptions not relevant here] . . .

Nothing in this agreement shall impair the right, title, or interest, of any Local Union of Mine, Mill in its books, records, monies, assets, and property as of June 30, 1967, or affect any of its obligations arising as of or prior to June 30, 1967, under the Mine, Mill Constitution or otherwise. Such right, title, interest, and obligations shall continue, upon the chartering of the Local Union as of July 1, 1967, subject to the provisions of the Steelworkers' Constitution, standard bylaws, and policies relating to Local Unions.

Authorization for the merger had already been obtained within the Steelworkers' union: first, from its Thirteenth Constitutional Convention on Sept. 21, 1966, and second, from its International Executive Board on April 27, 1967. The terms of agreement were subject to ratification by the Steelworkers' International Executive Board.

The authorization procedure within the Mine, Mill union was described in Art. I of the merger agreement:

On behalf of Mine, Mill, this agreement is subject to ratification, first by a special convention to be held during the month of June, 1967, and then by a referendum among its members in good standing to be held as soon as practicable thereafter.

Art. I continued with the provision that:

If this agreement is ratified by the aforesaid International Executive Board [of the Steelworkers], special convention and referendum, it shall become effective as of July 1, 1967, but if the aforesaid International Executive Board, special convention or referendum fails to ratify it, it shall be null and void and of no effect.

## Claims of Local 598

As a result of the execution of the merger agreement, members of Mine, Mill Local 598 brought a representative action before the Ontario High Court of Justice. Local 598 made two claims against the members (other than of Local 598) of the International Union of Mine, Mill and Smelter Workers in Canada and the United Steelworkers of America:

- Local 598 sought a court declaration that the merger agreement executed in April, 1967, was *ultra vires* the Mine, Mill union; alternatively, it sought a declaration that the merger agreement was not binding on Local 598.

- The Canadian president of the Mine, Mill union had replaced the officers of



Local 598 by imposing an administration (trusteeship) on the local in August 1967. Local 598 therefore sought a declaration that the administration was void and of no effect.

### Merger Invalid

Mr. Justice King first examined the Canadian Mine, Mill constitution. Having found that the Mine, Mill membership in Canada and the Mine, Mill local unions in Canada either came into existence or continued in existence by virtue of the Canadian constitution in 1955, he went on to say:

While the Canadian Constitution stands, it governs the operations of the [Mine, Mill] Union and of Local 598 Mine, Mill and of all the other Mine, Mill Local Unions in Canada . . . For example, Local 598 Mine, Mill with its strike fund and other funds and investments, with its union halls and other properties and with its bargaining rights and other rights and assets is secured by the Canadian Constitution in its right to hold and use these properties which it has acquired and to exercise its powers in accordance with that Constitution.

It was on the strength of the Canadian Mine, Mill constitution that the members in Canada petitioned for local union charters and that local unions already established in Canada continued as local unions; moreover, Mr. Justice King said that the members of these local unions and the local unions themselves constituted the International Union of Mine, Mill and Smelter Workers in Canada by virtue of the Canadian constitution.

After the adoption of the Canadian constitution by the constituent convention and the referendum, it became impossible for a Mine, Mill local union to be formed in Canada except under this constitution. It became equally impossible for a Mine, Mill local union already established in Canada before the adoption of the Canadian constitution — such as Mine, Mill Local 598 — to continue in existence as a Mine, Mill local in Canada except under this same Canadian constitution.

To enter the merger agreement with the Steelworkers, Mr. Justice King found, would mean the end of the Mine, Mill union in Canada and, as well, the end of Mine, Mill Local 598. To enter the merger agreement would also mean that the property of Local 598 would be used, not in accordance with the Canadian constitution, but in accordance with the wishes of the majority without consideration for the wishes of the minority. The Canadian constitution does not empower the Mine, Mill union to enter into any such merger agreement.

It was pointed out that the Canadian

constitution does contain provisions whereby it may be amended. The question was therefore raised by Mr. Justice King: "Should this Constitution have been first amended by following the steps to be taken which would lead to an amendment to the Constitution permitting merger with another union or at least an amendment limited to merger with the Steelworkers as proposed?"

Mine, Mill Local 598 maintained that the Canadian constitution should have been amended before merger with the Steelworkers was even considered, much less carried out. This position had been made known at the Special Merger Convention of the Mine, Mill union in Canada that was held in June 1967.

Those favouring the merger took the position that it was not necessary to amend the constitution in order to empower the Mine, Mill union to enter a merger agreement, provided that the wishes of those governed by the Canadian constitution were determined in a manner analogous to that provided in the constitution for determining the wishes of those in favour or opposed to an amendment to the Canadian constitution. It was submitted that the decision to enter the merger agreement was arrived at by following as closely as possible the provisions in the Canadian Mine, Mill constitution dealing with the procedure for determining whether or not the constitution should be amended in some particular manner.

The referendum provided for in Art. I of the merger agreement had been held in August 1967. The vote throughout the full membership of the Mine, Mill union in Canada was: 5,122 for the merger, 2,522 against. The majority of those who voted in Mine, Mill Local 598 was opposed to the merger.

Mr. Justice King sought to determine whether, in the absence of a constitutional provision, an unincorporated association such as a trade union can terminate its existence and transfer its property and membership without a vote of its members that is unanimous or nearly unanimous in its approval of such an action. He found "a clear statement of the law" in the case of *Re International Nickel Company of Canada, Limited; Shedden v. Kopinak* (L. G. 1950, p. 223). In that case it was said:

While it is true that in all internal affairs, that is, in action taken within the boundaries of the rules and regulations which govern the conduct of an association, and always subject to those rules and regulations, a majority of the members can control and guide the fate of the minority under the authorities, that principle does not apply where the group or association is going outside of its powers by seeking

to bring an end to its existence or to sever the cord through which it derives its being. Attempts of that sort are to be found in *Vick v. Toivonen* (1913) 4 O.W.N. 1542, 24 O.W.R. 802, 12 D.L.R. 299, and *Equity Lodge No. 11, Provincial Workmen's Association et al. v. McDonald et al.* (1910) 8 E.L.R. 421, which indicate that in the absence of some provision to the contrary, for an association such as was there dealt with, and such as that with which I seem to be concerned, the entire membership must be in favour of the move before it can be validly enforced. . .

In *Shedden v. Kopinak* it was concluded that a mere majority was not sufficient to allow a local union to disassociate itself from its parent body in order to incorporate itself into another union. If this were so in those circumstances, it seemed to Mr. Justice King that more than a mere majority would be required in the case at bar. Continuing along this line of reasoning, he said that it would seem that a majority of members of an unincorporated voluntary association such as a trade union cannot divert the property of the association from the purposes that had been proclaimed in its charter and constitution against the wishes of a minority of members. Mr. Justice King was of the opinion that almost complete unanimity on the part of the members would be required to enable the Mine, Mill union in Canada to enter a merger agreement when, as in this case, there was no constitutional provision authorizing it to do so.

Far from unanimity or almost complete unanimity, there was in the referendum vote almost one third of the Mine, Mill membership in Canada that was opposed to the merger with the Steelworkers. In conclusion, Mr. Justice King said:

Instead of amending the Constitution to provide for the merger, it was thought sufficient to deal with the merger directly in a manner analogous to that required to effect an amendment to the Constitution. This, in my opinion, is not sufficient.

In my opinion, before entering into the merger agreement, the Canadian Constitution should first have been amended to empower the [Mine, Mill] Union to enter into a merger agreement. This is not just a matter of idle words. When an amendment to the Canadian Constitution to permit merger was being considered, there would have been an opportunity to consider provisions to protect the rights of the minority opposed to the merger. It might well be that the result eventually would have been a merger with the Steelworkers, but it is unlikely that had the Constitution been first amended, such merger would have taken place without consi-



deration being given to the rights of that minority which was opposed to the merger. The failure under the circumstances to first amend the Canadian Constitution to permit the [Mine, Mill] Union to enter a merger agreement with the Steelworkers renders the merger invalid.

### Trusteeship Void

The second claim of Local 598 — that the administration imposed by the Canadian Mine, Mill president upon Mine, Mill Local 598 was void and of no effect — was then considered by the Court.

Mr. Justice King found that the Canadian Mine, Mill president had been given under the Canadian constitution the power to place a local union under administration for causes set out in the constitution. The president actively promoted the merger while Local 598 opposed it. The members of Local 598 considered themselves wholly loyal to their local and to the Mine, Mill union; they were anxious to see them continue. Local 598's actions were designed to prevent the Mine, Mill union in Canada from passing out of existence if a majority of the membership voted in favour of the merger agreement at the referendum held on August 3, 1967. On the same day, the Canadian president sent to a number of officers of Local 598 a telegram stating that they had forfeited their right and title to hold office in Local 598, and that an administrator had been appointed. This was done without stating any charges. The telegram stated that formal notification, including details of charges, would follow by letter. In the telegram, the officers were told that they were entitled to a speedy hearing on request to the National Office of the Mine, Mill union.

The question that arose was whether the president could remove from office any elected officer of a local union before such elected officer had been given a chance to answer whatever charge there may have been against him. In *Kennedy v. Gillis* (L.G. 1962, p. 222), an earlier case affecting the Mine, Mill union and Local 598, no charge had been made against the local union officers, and they had not been given an opportunity to be heard. The Court had held in *Kennedy v. Gillis* that that dismissal of the local officers and the appointment of an administrator was invalid. Following this case, the Mine, Mill union amended Art. 19, Sec. 10 of the Canadian constitution to provide that:

Any Local Union, for which an administrator is appointed, and any elected Officer or any Executive Board Member of The Union, who shall have forfeited the right to his office, upon the declaration of the President, as provided in this article, shall have the right to a speedy hearing upon request therefore.

Mr. Justice King said that this amendment to the Canadian Mine, Mill constitution did not correct the defect that had existed in Sec. 10 up to the time of *Kennedy v. Gillis*; there still was no right to a hearing prior to the exercise of the president's power to appoint an administrator. "In my opinion," the judge said, "such a constitutional provision is invalid. It is against public policy."

The problem of whether the officers of Local 598 must exhaust all their rights to trial under the Canadian Mine, Mill constitution before resorting to the Courts was also examined by Mr. Justice King. As was said in the case of *Bimson v. Johnston* (L.G. 1958, p. 73), the real ground upon which the Courts sometimes insist on the exhaustion of remedies by way of appeal within a union is that there exists adequate and proper provision for appeal within the union. In the case at bar, it was held that adequate remedies did not exist, particularly under the confusing circumstances existing when there was to be a referendum vote regarding a merger agreement. Mr. Justice King said further:

It was not long after the referendum vote was held on August 3rd, 1967, until there was no National Office to which a request for a speedy trial could be addressed. The *de facto* organization of the [Mine, Mill] Union ceased to exist during the remainder of August 1967. Under the circumstances, there was the practical difficulty of making use of the remedies for speedy trial and appeal under the Canadian Constitution. There appeared to be no analogous provision in the Steelworkers Constitution whereby a local elected officer declared to have forfeited his office could request a speedy trial or any other kind of trial after he had, as it were, been condemned unheard.

Because of lack of provision for a hearing before action may be taken by the Canadian Mine, Mill president, and because of the inadequate remedies by way of internal appeal, it was concluded that Local 598 was entitled to relief in their second claim.

### Decision of the Court

A declaration was granted that the merger agreement between the International Union of Mine, Mill and Smelter Workers and the United Steelworkers of America was not binding on Mine, Mill Local 598, and that the merger agreement itself was *ultra vires* the International Union of Mine, Mill and Smelter Workers.

Further, a declaration was granted that the administration imposed on Mine, Mill Local 598 in August 1967 was void and of no effect. *Astgen et al. v. Smith et al.*, 68 CLLC, para. 14,118; (1968) 69 DLR (2d), Part 7, p. 545.

## Chamber of Commerce

*Continued from page 14*

occupations develop suddenly." One of the problems that gets in the way of further training, he said, is that workers with seniority and pension rights are reluctant to sacrifice these rights for training. Employers must be persuaded to give a man time off with pay to let him go back to school.

Although a total of 294,000 adults in the labour force were trained last year under federal government programs, this only represented 0.7 per cent of the labour force being trained at any one time, the speaker pointed out. In Sweden, 1 per cent of the labour force is in training at any given time, and the country is currently aiming at a target of 2 per cent.

Management also has its problems with education, according to Dr. Ernest Dale, Professor at the Wharton School of Finance and Commerce, University of Pennsylvania. Dr. Dale said that business schools emphasize the maxim that if a student studies management, he can manage anything. This concept is a real threat, the speaker claimed, for if you don't know what you are managing, you can't manage. "When you look at the chief executives who have failed in recent years, almost always you will find that they didn't know what they were managing." Management's responsibilities should extend not only to shareholders, but also to employees, customers and government, Dr. Dale observed, but no one has figured out how to integrate these social responsibilities with the objective of increased profitability.

The speaker remarked that there were great differences in the earnings of companies in any one particular industry, and he blamed this situation on the following shortcomings of management:

- confusion of management's objectives;
- decline of entrepreneurship ("big business makes more and more mistakes — remember the Edsel!");
- rising proportion of administrative expenses to sales;
- lack of communication between top management, workers and the public;
- lack of customer service;
- failure to take responsibility for mistakes; and
- use of U.S. Department of Defense techniques ("too often the department uses a computer, when it should use a paper and pencil").

The greatest threat to management, Dr. Dale said in closing, is the rise of the management "expert" and the decline of the general manager. "All the expert can do is to advise in his field of expertise. He doesn't know all the factors."



# Certification

## *Before the CLRB*

The Canada Labour Relations Board met for three days during October. It granted eight applications for certification, rejected three, and ordered three representation votes. During the month, the Board received fourteen applications for certification and allowed the withdrawal of three.

### **Applications for Certification Granted**

1. United Steelworkers of America, Local 564 and Local 925, on behalf of a unit of personnel of Cassiar Asbestos Corporation Limited, Toronto, Ont., employed in the Yukon Territory, including mining, milling, cookhouse and bunkhouse employees at the Company's Clinton Mine, and employees in its Transport Division (L. G., March 1968, p. 342). The Beverage Dispensers & Culinary Workers Union, Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union had intervened.

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, mechanics and labourers employed by Tank Truck Transport Limited, Rexdale, Ont. (L. G., Nov. 1968, p. 649).

The International Union of District 50, United Mine Workers of America, had intervened as the previous bargaining agent of the employees affected.

3. International Longshoremen's Association, Local 1953, on behalf of a unit of employees of Newfoundland Steamships (1965) Limited, Furness, Withy & Company Limited, Eastern Terminals Limited, and A. Harvey and Company Limited, as represented by the St. John's Shipping Association Limited, St. John's, Nfld. (L. G., Oct. 1968, p. 596).

4. Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Westmount Moving and Warehousing Ltd., Montreal, Que. (L. G., Oct. 1968, p. 596).

5. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of employees of Black Knight Television Company Limited, Kelowna, B.C. (L. G., Nov. 1968, p. 649).

6. Operative Plasterers' and Cement Masons' International Association of the United States and Canada, Local 919, on behalf of a unit of cement masons employed by General Enterprises Limited, Whitehorse, Y.T. (L. G., Nov. 1968, p. 649).

7. Office and Technical Employees Union, Local 15, Office and Professional Employees' International Union, on be-

half of a unit of office personnel employed at the terminals of Canadian Freightways Limited, Calgary, Alta., but not including personnel employed in the Calgary General Office (L. G., Nov. 1968, p. 649). A. G. Martin, *et al.*, B. W. McCool, *et al.*, and Thomas H. King, employees of the company, had intervened.

8. Seafarers' International Union of Canada on behalf of a unit of deckhands employed aboard the tow boats of Che-mainus Towing Co. Ltd., Duncan, B.C. (L. G., Dec. 1968, p. 710).

### **Applications for Certification Rejected**

1. RCA Victor Employees' Association, applicant, and RCA Victor Company Ltd., Montreal, Que., respondent (L. G., July 1968, p. 411) (Reasons for Judgment issued).

2. International Brotherhood of Electrical Workers, Local 213, applicant, and Mainland Cable Services Limited, Vancouver, B.C., respondent (L. G., Nov. 1968, p. 649). The application was rejected because the Board did not consider that it had jurisdiction in the matter.

3. International Brotherhood of Electrical Workers, Local 213, applicant, and Fred Welsh Antenna Systems Limited, Vancouver, B.C., respondent (L. G., Nov. 1968, p. 649). The application was rejected because the Board did not consider that it had jurisdiction in the matter.

### **Representation Votes Ordered**

1. International Brotherhood of Electrical Workers, Local 213, applicant, and North West Community Video Limited, North Vancouver, B.C., respondent, and Jan Mensink, *et al.*, interveners (L. G., Nov. 1968, p. 649). (Returning Officer: D. H. Cameron).

2. Canadian Marine Officers' Union, applicant, and Carryore, Limited, Montreal, Que., respondent (L. G., Nov. 1968, p. 649). The Board directed that the voting unit consist of licensed engineers on board the S.S. *Carol Lake*, S.S. *Menihek Lake*, S.S. *Lake Winnipeg* and M.V. *Lake Manitoba* (Returning Officer: G. R. Doucet).

3. Chauffeurs, Teamsters and Helpers, Local 395, applicant, and M & B Enterprises Ltd., Regina, Sask., respondent (L. G., Nov. 1968, p. 649) (Returning Officer: A. E. Koppel).

### **Applications for Certification Received**

1. International Association of Machinists and Aerospace Workers on behalf of a unit of flight attendant personnel employed by Nordair Ltd., Dorval, Que. (Investigating Officer: G. R. Doucet).

2. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Fast

Freight Service Ltd., North Burnaby, B.C. (Investigating Officer: D. H. Cameron) (See also Item 3, Applications for Certification Withdrawn, below).

3. Victory Lodge No. 1188, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of restaurant personnel employed at Argenta, Nfld., by Canadian National Railways, Montreal, Que. (Investigating Officer: W. J. Gillies).

4. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of The Alberta Government Telephones Commission, Edmonton, Alta., employed at Radio Station CKUA (Investigating Officer: C. M. Gilmour).

5. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees of Sasko Terminals Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

6. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees of Buffalo Express Lines Limited, Regina, Sask. (Investigating Officer: A. E. Koppel).

7. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees of Industrial Carriers Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

8. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees of Western Expressways Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

9. Federal Union 23736, Canadian Labour Congress, on behalf of a unit of employees of Upper Lakes Shipping Ltd., Toronto, Ont., employed in its Grain Elevator Division, Goderich, Ont. (Investigating Officer: H. A. Fisher).

10. Amalgamated Meat Cutters & Butcher Workmen of North America, Local P1145, on behalf of a unit of employees of Red Deer Seed Co. Ltd., Red Deer, Alta. (Investigating Officer: D. H. Cameron) (Replaces Item 2, Applications for Certification Withdrawn, below).

11. United Steelworkers of America

on behalf of a unit of crew clerks employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: S. T. Payne).

12. United Steelworkers of America on behalf of a unit of employees of Louis Dreyfus (Canada) Limited, Port Cartier, Que. (Investigating Officer: G. R. Doucet) (Replaces Item 1, Applications for Certification Withdrawn, below).

13. Office and Professional Employees' International Union, Local 265, on behalf of a unit of employees of J. C. Malone & Company (1959) Limited, Trois-Rivières, Que. (Investigating Officer: S. T. Payne).

14. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of welders employed by Whitehorse Welding, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

#### Applications for Certification Withdrawn

1. United Steelworkers of America,

applicant, and Louis Dreyfus (Canada) Limited, Port Cartier, Que., respondent (L. G., Dec. 1968, p. 710) (See also replacement in Item 12, Applications for Certification Received, above).

2. Amalgamated Meat Cutters & Butcher Workmen of North America, Local P1145, applicant, and Red Deer Seed Co. Ltd., Red Deer, Alta., respondent (L. G., Dec. 1968, p. 710) (See also replacement in Item 10, Applications for Certification Received, above).

3. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Fast Freight Service Ltd., North Burnaby, B.C., respondent (See also Item 2, Applications for Certification Received, above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

## Conciliation

### *Before the Minister of Labour*

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Overseas Airways Corporation, Montreal, Que., and Lodge 2343, International Association of Machinists and Aerospace Workers (Conciliation Officer: G. R. Doucet).

2. Smeed's Moving and Storage Limited, Regina, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: A. E. Koppel).

3. Canadian Broadcasting Corporation, and Canadian Union of Public Employees (Conciliation Officer: C. E. Poirier).

4. New Brunswick Broadcasting Company Limited (CHSJ-TV), and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. T. Cochrane).

5. The North Fraser Harbour Com-

missioners, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

6. National Harbours Board (administrative staff, Port of Quebec), and the Public Service Alliance of Canada (Conciliation Officer: S. T. Payne).

7. Canadian Pacific Air Lines, Limited, Vancouver International Airport (pursuant to Article 11 of the collective agreement concerning rates of compensation, rules, and working conditions that will apply to the Boeing 737 Aircraft, and Canadian Air Line Pilots' Association (Conciliation Officer: D. S. Tysoe).

8. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767, International Association of Machinists and Aerospace Workers (employees of the mechanical, clerical and catering departments, and licensed and unlicensed personnel on the M.V. *Inland*) (Conciliation Officer: G. R. Doucet).

9. H. M. Trimble and Sons Limited, Calgary, Alta., and the Professional



Transport Workers' Union of Canada (Conciliation Officer: D. H. Cameron).

10. Canadian Pacific Air Lines Limited, Vancouver International Airport (Printing Department), and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. S. Tysoe).

11. Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

12. Rio Algom Mines Limited (Nordic Mine and Quirke Mine), Elliot Lake, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: K. Hulse).

13. McKee Moving and Storage Company Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: A. E. Koppel).

#### Settlements by Conciliation Officers

1. British Overseas Airways Corporation, and Lodge 2343, International Association of Machinists and Aerospace Workers (Conciliation Officer: G. R. Doucet) (See Item 1 above).

2. Camirand Cartage Limited, Ville St. Pierre, Que., and Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Doucet)

#### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

(L. G., Dec. 1968, p. 711).

3. Giant Yellowknife Mines Limited, Yellowknife, NWT, and Local 803, United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., Dec. 1968, p. 711).

4. Detroit and Canada Tunnel Corporation, and Local 195, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: H. A. Fisher) (L. G., Nov. 1968, p. 650).

5. Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and Local 2096, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane) (L. G., Nov. 1968, p. 650).

#### Conciliation Boards Appointed

1. Air Canada, Montreal, Que., and Canadian Air Line Employees' Association (L. G., Oct. 1968, p. 596).

2. Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (L. G., Nov. 1968, p. 650).

3. Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, United Packinghouse, Food and Allied Workers (L. G., Dec. 1968, p. 711).

4. Canadian Broadcasting Corporation and the Association of Radio and Television Employees of Canada (L. G., Oct. 1968, p. 596).

5. Canadian Broadcasting Corpora-

tion, and Canadian Wire Service Guild, Local 213, American Newspaper Guild (L. G., Nov. 1968, p. 650).

#### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Empire Freightways Ltd, Winnipeg, and Locals 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., Dec. 1968, p. 711) was fully constituted in October with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. H. McKercher, Q.C., Saskatoon, and union nominee Arthur Coulter, Winnipeg.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Air Canada, Montreal, and the Canadian Air Line Employees' Association (see above) was fully constituted in October with the appointment of His Honour Judge René Lippé, Montreal, as chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee H. McD. Sparks, Montreal, and union nominee Douglas M. Fisher, Stittsville, Ont.

#### Conciliation Boards not Appointed

Bolduc Explosives Transport Limited, North Bay, Ont., and Locals 938 and 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: H. A. Fisher) (L. G., Nov. 1968, p. 650).

#### Strike Action

Bolduc Explosives Transport Limited, North Bay, Ont., and Locals 938 and 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (strike commenced October 27; Minister decided against appointing a Conciliation Board on October 3) (See above).

#### Strike Terminated

Robin Hood Flour Mills, Port Colborne, Ont., and United Packinghouse, Food and Allied Workers (plant employees and office group) (strike terminated October 15). Conciliation Officer T. B. McRae held several mediation sessions and kept in touch with the parties throughout the duration of the strike (L. G., July 1968, p. 413).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.



# More Light and Less Heat

An industry facing dramatic changes reinforces the bargaining process. "Round Table" conferences bring together the Printing Industries of America (PIA) and the Lithographers and Photoengravers International Union (LPIU). LPIU's President Ken Brown tells how the "round table" works.

Many employers and unions have found that, although the collective bargaining process is valuable and should be preserved, it does require some supplemental and supporting assistance. In the graphic arts industry, there has been developed a method to supplement the collective bargaining process. The method amounts to consultation sessions between top union and management officials. Begun in 1964, the semiannual "summit" meetings bring together leaders of the Printing Industries of America-Union employers Section (PIA), and leaders of the Lithographers and Photoengravers International Union (LPIU).

The group decided first that the union contract written between an employer and his employees as a result of collective bargaining represents only a reduction to writing of some small part of the complex relationship and understanding that should exist between the two. Basic to that relationship in a free enterprise is the understanding that an industry must be prosperous if employees in that industry are going to have good contracts, and that employees, individually and through their unions, can make a contribution to that prosperity.

Traditionally, in the graphic arts as in the other crafts, the gains made by unions for their members depended on the muscle exercised by the union at the collective bargaining table. Away from the heat of contract negotiations, there was little union-employer contact — not much more than limited, frequently hostile contact that was failing to serve the industry as effectively today as it had in the past.

Any examination of the graphic arts industry reveals that dramatic changes are taking place in processes, methods, machines, papers, inks, company structure and consolidation of huge productive enterprises. Muscle alone will not solve the problems created by the impact of these changes on union membership. Something more is required — particularly in an industry which, despite some large corporate units, is generally an ex-

tremely fragmented industry, with thousands of employers and shops.

Contracts are not with an industry, but with these thousands of employers and companies within the industry, each of which represents a small part of the industry, and each of which has special problems.

Is the bargaining table the only place, or even the best place where labour and management can educate themselves concerning the problems and opportunities raised by technological advance? And is the bargaining table the best place to seek an accommodation with the industry as a whole concerning these problems? Is it possible, for example, in a bargaining session with three employers who are members of an employer association in Sore Knee, Idaho, to really come to grips with issues that affect not only Sore Knee but San Francisco, Chicago and Philadelphia as well? These were some of the questions asked at the summit meetings — and out of them came the conclusion that something more than collective bargaining table contact was necessary. More light and less heat was required.

Following the merger of the Amalgamated Lithographers of America and the International Photoengravers Union of North America, and the coming into being of the LPIU on September 7, 1964, the officers and the International Council of the merged organization believed strongly that the union-employer relationship on a national level, which had been established by each union separately, should not only be continued, but should, if possible, be broadened. Many of the same considerations that led to the merger pointed to the wisdom of non-bargaining meetings with employers, and consideration of opportunities and problems with employers on a non-bargaining unit basis.

The union had frequently been criti-



Photo by Standard Studios, New York

Kenneth J. Brown

cized by employers for lack of understanding of the problems of a particular employer or of the industry, and it had always countered by saying that the employers were at least in part to blame, because they made no effort to call the problems of the industry to the attention of the union except when a collective bargaining contract was being negotiated. At such times, when the concern of the parties is with wages, hours and working conditions, everybody is engaged in arguing his position without necessarily listening to the other side. It is often said that such sessions do not educate the parties with respect to the broader issues, and that what was needed for that purpose was an opportunity to discuss common objectives away from the bargaining table.

More often than not, technological change affects the skill requirements of the people working in the industry. Because the industry is so fragmented, and the opportunity for adjusting the skills of the craftsmen plant by plant is fairly limited, training facilities have been developed in 150 cities in the United States and Canada. Implementation of the program is financed by the employers, and in order to get their assistance, the union discussed the impact of technological change on the industry before bargaining for the money to finance the program. The union had to explain to the employers the need for supplementing the training of the craftsmen so that management would realize the program would be of benefit both for the people in the shop and the industry as a whole.

This article has been condensed from the October issue of *Teamwork in Industry*, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.

Labour-Management  
Consultation Branch



# Legislative Recommendations For U.S. Working Women

A United States Task Force of eight specialists was directed by the Citizens' Advisory Council on the Status of Women early in 1967 to study and make recommendations to the Council.\* The group was asked "to consider the relationship of protective labor legislation to Title VII of the Civil Rights Act (1964) (L. G. 1965, p. 1071) and to review the effectiveness and role of protective legislation in today's economy."

With the support and advice of professional staff members made available by the U.S. Department of Labor, the group studied the Report of the Committee on Protective Legislation.† This was followed by an analysis of the conflict between the achievement of equal opportunity and the operation of protective labour laws, and the attempts made by various state legislatures to resolve the conflict.

Although group members were not unanimous in their thinking, they developed a set of recommendations designed to achieve equal opportunity and equal pay for women workers without sacrificing protection where needed. Individual dissenting statements by members of the group are detailed in the report.

What follows is a brief résumé of the recommendations:

## Fair Labor Standards Coverage

Every effort should be made to continue to improve and extend the Fair Labor Standards Act and the federal minimum wage program to cover *all* non-supervisory employees in the United

\**Report of the Task Force on Labor Standards*, U.S. Government Printing Office, Washington 25, D.C. 1968 O 314-422.

†*Report of the Committee on Protective Labour Legislation to the President's Commission on the Status of Women*, October 1963, U.S. Government Printing Office, Washington 25, D.C. 1963 O 705-125.

States who are under federal jurisdiction.

## Minimum Wages

The federal minimum rate should be revised periodically to keep pace with the minimum needs of employees in a changing economy, and a minimum wage program should assure a uniform minimum hourly rate without distinction by industry or occupation.

Minimum wage legislation applicable to both men and women should be enacted by the 14 states presently without it, and efforts should be made to extend coverage to federal and state non-supervisory workers. Rates comparable to the federal rate should be adopted with special attention to the needs of agricultural and private household workers.

## Premium Pay

The Fair Labor Standards Act should be amended to require premium pay at the rate of one and one half times the regular rate after 8 hours a day and 40 hours a week.

Employees under the minimum wage provision of the Fair Labor Standards Act, but exempt from the overtime requirement, notably hotel, motel and restaurant workers, should be brought under such coverage, and the states should enact legislation to ensure remuneration at least at the rate of time and one half the regular rate for hours worked in excess of 8 hours a day and 40 hours a week.

## Equal Pay

Employers, employees and unions should work to ensure that the provisions of the U.S. Equal Pay Act (L. G., 1963, p. 792) are honoured and to eliminate evasive practices such as weight-lifting requirements to justify higher rates

for men. The states should adopt equal pay laws where they do not now exist.

State maximum hours laws should be amended to permit overtime beyond the maximum if the work is compensated at least in accordance with the premium pay provisions of the Fair Labor Standards Act and voluntarily agreed to by the employee. The employers and employees should continue their efforts to reach agreement on voluntary overtime to satisfy the needs of employers and employees.

## Night Work

Current restrictions and prohibitions on night work for adult workers should be removed, but steps should be taken to ensure adequate police protection, transportation and meal facilities for workers of both sexes.

Existing laws that prohibit the employment of adult women in certain occupations should be repealed.

## Maternity Leave

The states should enact legislation applicable to both public and private employment assuring wage earners reasonable maternity leave without loss of employment and accumulated seniority rights. "Reasonable maternity leave" is interpreted to be "as great as that provided by employers for other types of temporary disability."

The states should review existing laws regarding lunch periods, rest periods and physical facilities, and should, if they find them useful, incorporate them by regulation into safety and health programs applicable to both men and women.

Laws placing absolute limits on weight-lifting should be repealed, and such possible hazards dealt with through comprehensive safety and health regulations applicable to both men and women.

Title VII of the Civil Rights Act of 1964 should be amended to give the Equal Employment Opportunity Commission authority to issue and enforce, through the courts if necessary, affirmative orders and cease-and-desist orders. Non-federal jurisdictions not providing adequate enforcement authority should amend their laws accordingly.

State laws enacted in the future to prohibit discrimination in employment should include sex, and state laws that do not include sex should be amended.

Interested federal agencies should sponsor a conference of federal and state authorities responsible for the enforcement of fair employment practices, equal pay, and labour standards legislation with a view toward encouraging effective co-operation and developing a body of knowledge based on experience in this area.

# Pensions and Compulsory Retirement Restrict Older Workers

Compulsory retirement schemes, pension plans and the setting of a maximum hiring age are some of the major obstacles to older workers who want employment, according to a report based on a five-year study of the problem in the United States. The report, *The Vocational Adjustment of the Older Disabled Worker* (A selective review of recent literature), is Volume II of the study's findings on older workers.

Conducted from January 1962 through December 1966 by the Federation Employment and Guidance Service of New York City, the study was assisted by a grant from the U.S. Vocational Rehabilitation Administration. Two other reports from the study are: Vol. I, *Rehabilitating the Older Disabled Worker* (Report on the project experience) and Vol. III, *The Vocational Rehabilitation of Neighbourhood-Bound Older Disabled Persons* (A program guide).

This compilation includes information on many subjects related to older workers generally, besides those with disabilities, and it includes papers on the reasons for major obstacles to the continued employment of older persons in industry:

- compulsory retirement schemes that fail to differentiate between able workers and those who can no longer compete in industry;
- pension plans often result in non-utilization of capable older workers; firms with well-established pension systems have a higher rate of retirement at age 65 than other firms do;
- establishment of a maximum hiring age tends to disqualify competent older persons for certain types of employment,

ignoring the fact that chronological age alone is a misleading indicator of vocational capacity;

- the need for people in areas once traditionally favourable to older workers—in agriculture and unskilled labour and as proprietors, managers and officials—is decreasing;

- job shortages, especially in times of economic decline, react against the older worker when employers tend to select younger workers;

- declining health and abilities contribute to the employment difficulties of older workers;

- increased automation tends to displace elderly workers;

- some older workers are unwilling or unable to adapt to the changes required by new industrial and occupational conditions;

- aptitude tests that favour speed, thereby placing older workers at a disadvantage and excluding them from possible job opportunities; and

- negative employer attitudes that restrict job openings for older workers, such attitudes co-existing with expressed employer satisfaction with currently employed older workers.

The report points out that large numbers of older workers are deprived of work opportunities, suffer economic deprivation, and fail to enjoy the psychological benefits that derive from employment. It states that the older individual is often

compelled to accept casual, part-time, or low-level employment if, indeed, he can obtain employment at all, and the situation is aggravated when the person has physical disabilities.

The report suggests that, almost without dissent, writers in the field of aging acknowledge that physical, intellectual, and emotional disability render many older persons less capable of performing effectively in a job. Some older workers accept disability and welcome enforced disengagement from work, but others have a profound need for extending their careers. They derive added income, self-esteem, and a degree of social relatedness which keeps them in the mainstream of life.

Declining health is a major factor in fostering both voluntary and involuntary retirement and in promoting displacement. A proportion of older disabled individuals want to work and, although they are in a minority, their needs are compelling and socially significant.

Job redesign is mentioned, in the report, as a means of widening job opportunities (L.G. 1967, p. 693). Through personal interest, sense of obligation, or long-standing policy, some employers do set aside selected jobs for the elderly and some redesign certain jobs to meet the needs of their aging workers. The report suggests that job redesign should be so planned that it serves not only the older worker, but others as well, thus contributing to economic growth; and redesign of jobs should capitalize on the assets of older workers, especially their experience and judgment.

Section on Older Workers  
Manpower Utilization Branch  
Department of Manpower and Immigration



# Future Requirements For Rehabilitation

A look at future requirements for rehabilitation of handicapped and disadvantaged persons in the Atlantic Provinces was taken at a conference held late last summer at Memorial University, St. John's, Nfld. The fifth of its kind in the last 12 years, the conference was sponsored jointly by provincial authorities in the Atlantic region and the federal Department of Manpower and Immigration.

The conference has as its theme, "Beyond the Horizon," and attracted more than 100 specialists in the field of health, welfare, education, manpower and labour. The participants examined and discussed existing resources and looked for ways of extending them.

In his keynote address, Lord Taylor, President and Vice-Chancellor of Memorial University, underlined the achievements of government and private agencies in rehabilitation services, and reviewed recent developments. Handicapped youngsters, he said, must be given adequate vocational preparation to ensure their future capability to enter the competitive labour market.

Lord Taylor stressed the need to develop and support rehabilitation workshops as a means of providing a period of work adaptation and work preparation for the handicapped. He also recommended closer co-operation between agencies concerned with rehabilitation, suggesting that properly co-ordinated efforts could accomplish more for the disadvantaged and result in better utilization of staff and money.

The workshop on the "Rehabilitation of the Mentally Ill," with a panel representing rehabilitation workers in hospitals and in communities, was moderated by Dr. R. Townsend, Director of the Psychiatric Hospital Division, Nova Scotia Hospital Insurance Commission. The session covered all aspects of the treatment and rehabilitation of patients

of mental hospitals and services to clients of mental health clinics. The emphasis was placed on the use of "work activities" as part of the therapeutic program and as a means of preparing the patient to return to an active life in the community.

Other workshops covered:

- the role of public welfare in rehabilitation;
- the needs of the mentally retarded;
- education of the disadvantaged;
- business operations of workshops;
- voluntary agencies in rehabilitation; and
- the relationship between government

and voluntary agencies and duplication of services.

At the close of the conference, the Hon. T. A. Hickman, Minister of Health for Newfoundland, reiterated the need to focus attention on the needs of handicapped children. Mr. Hickman added that all levels of society must realize their responsibility to provide services to all of those who need special treatment and assistance in finding a satisfactory role to play in the community.

Chairman of the conference was Roy H. MacCuish, Technical Director (Manpower), Atlantic Region, Department of Manpower and Immigration, Halifax.

## Federal Government Ends Winter Works Program

The 10-year-old winter works aid program was cancelled in August 1968 in a drive by the federal Government to cut expenditures. Announcing the cancellation, Prime Minister Pierre-Elliott Trudeau said, "The tendency for the program to involve 'make work' activities has always created problems, and it has proved increasingly difficult to control this undesirable feature of the program."

In its program for regional development, the Prime Minister said, the Government is setting out in a more fundamental and long-range way to strengthen Canada's economic base and improve employment opportunities in disadvantaged areas. Expanding manpower programs were helping unemployed people to become qualified for jobs and to find employment, he said. The number of adults trained in the 1964-65 period with federal Government assistance was 160,000. "This year," said Mr. Trudeau, "the comparable figure will be well over 300,000, and about three quarters of this training will be done in the winter months."

The Prime Minister said that substantial allowances are now being provided to unemployed people who are in training,

and that additional assistance is available to help them move to places where training is available. "Already it is clear that the economic benefits from this training, both to the individual and to the economy, are very large," he said. "It is the Government's intention to continue emphasizing those programs that are developmental rather than short-run."

Cancellation of the federal program has prompted the Quebec Government to undertake a winter works program of its own to give rural municipalities the same advantages as urban ones.

Announcing the program, Quebec Municipal Affairs Minister Robert Lussier said that, for larger municipalities, the Government will pay 50 per cent of the cost of winter works labour. For the smaller rural areas, the Government will pay all costs that the municipality cannot afford, including materials and equipment, as well as labour. Mr. Lussier said that Quebec has set aside \$10 million for the program. Urban municipalities will get \$7 million and rural areas \$3 million. The program became effective on November 1, 1968 and will continue until April of this year.

# Railway Arbitration

## Cases 117 to 119

Three separate disputes, concerning transfer of duties from car checkers to yardmasters, the use of railway police instead of train value guards, and a messenger who took bereavement leave, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on September 10, 1968. The arbitrator dismissed two grievances and allowed one. Summaries of the three cases, Nos. 117, 118 and 119, follow.

### CASE NO. 117

Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over transfer of car checkers' duties to yardmasters.

Assignments for car checkers at the Toronto yard were abolished at the East and West Control towers on the 8 a.m. to 4 p.m. shift and yardmasters were made responsible for correcting cut lists, work usually performed by the checkers. The Brotherhood asked that the positions be re-established and the instructions re-constituted.

The arbitrator said that the position of car checkers is covered by the collective agreement, but he acknowledged that it was within the company's discretion whether or not to employ car checkers at any time.

He found that it was only in the electronic hump yards that such cut lists were used. The traditional duties of checkers, he said, included the physical checking of cars in the yard, the recording of numbers on the proper forms, labelling of cars, and the preparation of routine yard reports. An employee engaged full time in this type of work would be a car checker and would be subject to the collective agreement.

The responsibility of yardmasters in-

cludes the correct marshalling of trains, and ensuring that cars scheduled to leave the yard are included in the proper train. The arbitrator concluded that the correction of cut lists is work coming within this area of responsibility.

The company's actions, he said, were based on the determination that it did not require the services of a car checker on that shift. The work of correcting cut lists was assigned to yardmasters as a part of their regular duties, and did not mean that the yardmasters had become car checkers.

The arbitrator concluded that yardmasters correct the lists as an incidental part of their work, and had the amount of work involved been enough to require the full-time services of an employee, then that employee would be a car checker. He concluded that the company did not commit any breach of the collective agreement, and the grievance was dismissed.

### CASE NO. 118

Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over the use of company police constables to protect valuable shipments moved in trains.

At the end of September 1967, the railway decided that its police constables would be used to protect shipments when negotiable currency in excess of specified amounts was being handled in trains. The Brotherhood protested this action, and claimed that the protection of valuables while en route was work normally assigned to employees classed as train value guards. The change occurred after a series of train robberies. Before this, train value guards were used wherever shipments over a certain value were made.

There were no regular full-time assignments as train value guards, and these men held full-time assignments as warehouse-

men. These employees, covered by the collective agreement, were called on to act as train value guards in accordance with the policy then in existence. Under the new policy, no train service employee can handle more than a certain amount without police escort.

The collective agreement does not require that train value guards be used in any particular circumstances, but the union contended that a non-bargaining unit of employees was used to perform work coming within the classifications covered by the bargaining unit. The arbitrator stated that this was a different situation, in that it called for certain qualities and skills that only railway police constables could have. For this reason, their services were used in this situation, he said.

The arbitrator maintained that the duties of the railway police include and go beyond those of the train value guards. He therefore found that there was no violation of the collective agreement, and the grievance was dismissed.

### CASE NO. 119

Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over compensation for a train messenger who took bereavement leave for three days.

When his father died, a messenger was given three days leave to arrange and attend the funeral. The two stations between which he worked represented a round trip total of 1,080 miles, but the messenger was compensated on the basis of 20 miles per hour, for eight hours a day, a total of 480 miles for the three days. The Brotherhood claimed that he should have been paid for actual mileage lost.

The arbitrator agreed that the employee was entitled to bereavement leave, but he noted that the majority of employees covered by the collective agreement are paid on an hourly or weekly basis, while the grievor was paid on a mileage basis. Under the collective agreement, hourly or weekly paid workers would receive eight hours pay for each day of bereavement leave, eight hours constituting a regular day's work. The arbitrator said that the grievor's regular earnings had been substantially reduced as a result of his taking the bereavement leave to which he was entitled. This was not the purpose of the provision for bereavement leave, he said.

The arbitrator concluded that train service employees' pay while on bereavement leave should be calculated by reference to the actual mileage they would have worked on the days in question. Accordingly, the grievance was allowed and the grievor entitled to the difference between what he received and payment for 1080 miles.



# Decisions of the Umpire Under the Unemployment Insurance Act

## CUB 2761

A 66-year-old widow registered for employment as a cafeteria worker, and filed an initial application for benefit. She had been employed in this capacity for two years at \$1.30 an hour. She stopped working because "my doctor advised me I should not work full time as I am suffering from hypertension periodically and I am not able to carry on at this cafeteria." She could not accept full-time work, but said, "I can take part-time work any time on doctor's orders." She subsequently found a temporary part-time job.

The employer wrote to the local office regarding the claimant's separation from her employment, saying that the doctor had ordered the claimant to quit full-time work and do only about four hours a day. "I am sorry to say I have no place for part-time help," he said. For her former employer, the claimant worked seven hours daily. Her weekly salary was \$45.50. She forwarded to the local office a medical certificate to show that she had been capable of working since her separation. Now she was available for only four hours a day, five days weekly. She wished to work in a cafeteria or bakery.

The local office noted, "Few local plants have cafeterias, and opportunities for the hours required by the claimant are extremely limited. One company uses part-time hostesses, but the claimant's age would exclude her from work with this employer." The insurance officer then notified the claimant that she was disqualified from receiving benefit for six weeks because, "You are unduly restricting yourself to part-time work because of your condition of health, and your prospects for securing the work desired are considered to be extremely limited."

The claimant appealed to the board of referees, saying, "I told you the truth about everything, and I think when a person, especially a lady, has worked all her life and paid into unemployment insurance since it has been in effect, she should be entitled to a little consideration. I am 66 years of age, and as I understand it, most places retire you at 65. So I think I have done very well. I also stated that my medical doctor advised me one year ago that I should just work part-time and I have a letter stating the facts, which you may have if necessary. In the meantime, I have applied for a DVA widow's pension, but so far have not received their

decision. But they will be contacting you, I am sure. So, as one has to live, I guess the only thing I can do is disregard doctor's orders and take another full-time job if available, until such time as something else comes through."

The appeal was dismissed. The board of referees found that, in view of the restrictions placed by the claimant on her hours and conditions of work, she had not proved that she was available for full-time work. "The fact that she has subsequently obtained part-time employment is not germane to the question, but indicates that she is now establishing a new pattern of employment." The claimant applied for leave to appeal to the umpire.

Meanwhile, the local office discovered that the claimant had applied to the Canada Manpower Centre for full-time or part-time work. The local office told the claimant that additional information had been received, and that her claim had been allowed following the six-week disqualification period. Her application for leave to appeal to the umpire had been submitted to the chairman of the board of referees for consideration in respect of the six-week period. Leave to appeal to the umpire was granted, because the claimant was a widow and had to rely on her own efforts for livelihood.

In his decision, the umpire found that the decision of the board of referees could be erroneous, having regard to the claimant's circumstances. In the previous decision, the board had held that the claimant was restricted to part-time work and was disqualified from benefit. The umpire suggested that the decision should be read as if there were implicit in it a qualification that such work was not available to the claimant and that her restriction to it took her out of the labour market.

"Although the opportunities for part-time employment for the claimant were limited, I am not satisfied that the evidence justifies a conclusion that they were non-existent or so limited as to warrant disqualification. I think that the claimant should have had a reasonable opportunity to explore the possibilities of the labour market for work suitable for her without disqualification while so doing." The disqualification was therefore removed as premature.

## Employment Review For October

Employment decreased by 2,000 to 7,707,000 in October, but was 270,000 more than in the same period a year ago.

The labour force, at 7,995,000, was 24,000 higher than in September, and was 304,000 higher than in October 1967.

Unemployment increased by 26,000 to 288,000, an above-average increase for the time of year. It was 34,000 higher than in October 1967.

Unemployment in October represented 3.6 per cent of the labour force, compared with 3.3 per cent in October 1967 and 2.6 per cent in October 1966.

### Employment

Employment, at 7,707,000, decreased by 2,000 between September and October. Between September and October, non-farm employment showed an increase of 26,000 that offset a decline of 28,000 in farm employment. An increase of 34,000 was recorded in trade, and of 27,000 in community, business and personal services. Smaller increases occurred in public administration, finance, insurance and real estate. In manufacturing, employment decreased by 36,000, and in transportation, communication and other utilities by 17,000.

Compared with a year ago, non-farm employment increased by 296,000, or 4.3 per cent. The largest increase was in community, business and personal services, 144,000. Increases were also recorded in trade, 50,000; manufacturing, 38,000; construction, 26,000; and public administration, 22,000. Farm employment declined 26,000 from a year earlier.

Employment was higher than a year ago in all regions except the Atlantic. The largest increase took place in the Prairies, 6.3 per cent, followed by Ontario, 5.2 per cent, British Columbia, 2.2 per cent, and Quebec, 2.1 per cent. During the month, employment in Ontario rose by 27,000 and in the Prairie region by 9,000. Employment declines occurred in Quebec, 23,000, and the Atlantic region, 14,000. In British Columbia, employment was virtually unchanged.

### Unemployment

Between September and October, unemployment increased by 26,000 to 288,000, and was 34,000 higher than in October 1967.

Of the 288,000 unemployed in October, 38 per cent had been unemployed for less than one month, 33 per cent for one to three months, and 29 per cent for four months or more.



# PRICE INDEXES

## Consumer, October 1968

The consumer price index (1949=100) rose by 0.3 per cent to 156.8 at the beginning of October from 156.4 at the beginning of September. It was 4.2 per cent above the October 1967 level of 150.5.

The food index decreased by 0.4 per cent to 152.4 from 153.0 but was 3.1 per cent higher than in October 1967. Produce items—onions, carrots, cabbage and apples—declined markedly in price; lettuce and grapefruit increased. Meat items recorded mixed movements, and lower prices for bacon and sirloin steak outweighed higher prices for chicken, lamb and some fresh pork items. The price of bread and milk remained virtually unchanged from the preceding month, but prices of eggs and butter increased.

The housing index advanced by 0.4 per cent to 160.3 from 159.6 and was 4.7 per cent above the October 1967 level of 153.1. Home-ownership expenses were higher owing to an increase in average mortgage interest rates, and to increased prices for new housing and repairs. Rents rose in most major cities, the largest increases occurring in Regina, Winnipeg and Ottawa. Furniture and appliance prices increased slightly.

The clothing index increased by 1.2 per cent to 138.1 from 136.4. It was 3.3 per cent above the October 1967 level of 133.7. There were substantial increases in the prices of men's suits and dress pants, women's coats and wool dresses, children's wear, and jewellery. Footwear and piece goods declined fractionally as a result of sales on some items.

The transportation index declined by 0.4 per cent to 161.6 from 162.2 and was 2.3 per cent above its October 1967 level of 157.9. Seasonally lower train fares, and changes in rail rate structures, accounted for the decline.

The health and personal care index rose by 0.4 per cent to 200.3 from 199.6. Increased doctors' and dentists' fees, together with higher optical care charges, were mainly responsible for the rise.

The recreation and reading index advanced 0.3 per cent to 177.4 from 176.8. Increased prices for radios and phonograph records, and higher admission prices for hockey games and bowling alleys contributed to much of the rise. The tobacco and alcohol index remained unchanged at 141.1. It was 9.7 per cent higher than the October 1967 level of 128.6.

Group indexes a year ago in October were: food 147.8; housing (shelter and household operation) 153.1; clothing

133.7; transportation 157.9; health and personal care 193.2; recreation and reading 169.4; tobacco and alcohol 128.6.

## City Consumer, Oct. 1968

Between September and October, consumer price indexes declined in seven regional cities and city combinations, advanced in one and remained unchanged in two. The movements ranged from a decrease of 0.6 per cent in Halifax to an increase of 0.1 per cent in Toronto.

With lower prices for most produce items and some beef and pork products, food prices declined in all regional cities. Transportation indexes, reflecting seasonally lower train fares and certain reduced rail fares, decreased in all cities and city combinations. The clothing component registered increases in all regional cities. Indexes for housing and for recreation and reading advanced in nine cities and declined in one. Health and personal care indexes rose in six cities, declined in two, and remained unchanged in two. Tobacco and alcohol components registered no movement in all regional cities.

Regional consumer price index point changes between September 1968 and October 1968 were as follows: Halifax -0.9 to 147.4; Winnipeg -0.8 to 151.9; Saskatoon-Regina -0.8 to 146.3; St. John's -0.6 to 136.5\*; Saint John -0.6 to 150.7; Vancouver -0.3 to 149.8; Edmonton-Calgary -0.2 to 147.7; Montreal unchanged at 153.3; Ottawa unchanged at 155.1; Toronto +0.1 to 157.9.

## Wholesale, October 1968

The general wholesale index (1935-39=100) moved up slightly to 271.1 in October from the September index of 271.0, and was 2.2 per cent higher than the October 1967 index of 265.3. Increases were recorded for four of the eight major group indexes, three declined, and the remaining one, textile products, was unchanged.

The wood products group index rose 1.2 per cent to 374.4 from 370.0 on price increases for pine lumber and fir. An advance of 0.3 per cent to 277.6 from 276.9 in the iron products group index reflected higher prices for hardware.

Increases of 0.3 per cent occurred in two major group indexes, vegetable products, 229.4 from 229.0, and non-metallic minerals products, 206.9 from 206.4.

The non-ferrous metals products group index declined 1.0 per cent to 243.2 from 245.6 in response to lower silver prices. The animal products group index moved down 0.9 per cent to 301.6 from 304.2 on lower prices for livestock, and fresh and cured meats. A decrease of 0.8 per cent to 212.8 from 214.6 in the chemical products

\*On the base June 1951=100.

group index was attributable to lower prices for soaps and detergents.

## Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 1.1 per cent to 260.1 from 262.9 in the three-week period September 27 to October 18. The animal products index declined 1.3 per cent to 339.0 from 343.4 and the field products index declined 0.6 per cent to 181.3 from 182.4.

## U.S. Consumer, Sept. 1968

The United States consumer price index (1957-59=100) rose 0.2 per cent from August to September. The index in September was 122.2.

The increase was caused largely by higher prices for clothing and medical care. There were declines in food prices and in new automobiles prices, but in both cases the decline was less than the usual seasonal drop in these categories.

## British Retail, August 1968

The British index of retail prices (January 16, 1962=100) was 125.7 at August 20, compared with 125.5 at July 16, and 118.9 at August 22, 1967.

The index for foods, the prices of which are affected by seasonal variations, declined by about 4 per cent to 117.9 compared with 122.5 in July. Reductions in the prices of most fresh vegetables and fruit were partly offset by increases in the prices of eggs, candies and chocolates. The index for the food group as a whole advanced by 0.5 per cent to 123.2 compared with 123.8 in July.

As a result of increases in the prices of cigarettes and tobacco, the index for the tobacco group rose by nearly 2 per cent to 127.8 compared with 125.4 in July.

The index for the fuel and light group as a whole increased by about 0.5 per cent to 132.6 compared with 132.0 in July, mainly as a result of rises in the average levels of prices of household coal and coke.

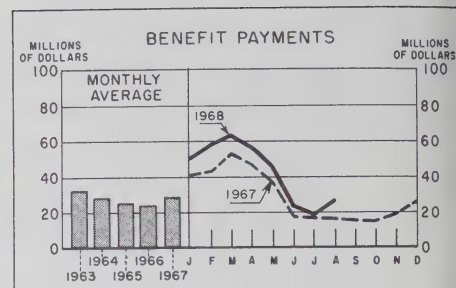
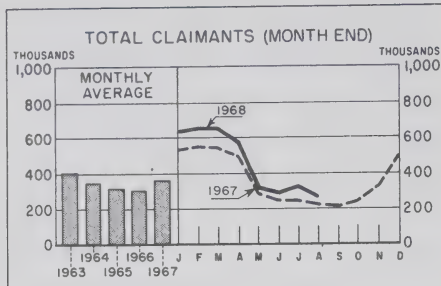
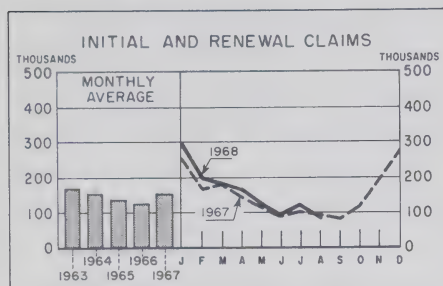
In the transport and vehicles group, there were increases in road and rail passenger fares in some areas, and a decrease in the average level of prices for second-hand cars. The index for this group as a whole advanced to 120.6 from 120.3.

The index for the services group as a whole rose by nearly 0.5 per cent to 132.2 compared with 131.8 in July, as a result of increases in the average level of charges for a number of services, such as admission to football matches and shoe and watch repairing.

There was an advance of 0.5 per cent in the average level of prices of meals bought and consumed outside the home, the index rising to 128.6 from 127.9.



# Unemployment Insurance Report — August



Claimants for unemployment insurance benefit numbered 270,000 on August 30, 1968. This represents a decrease of 51,000 from the July 31 total of 321,000, but it is almost 43,000 more than the 227,000 recorded on August 31, 1967. The proportion of male claimants was constant at 60 per cent for the three periods under review.

Seventy per cent of the monthly decline occurred among men, whereas the yearly increase was shared almost equally among males and females.

The current claimant count includes some 99,000 persons who came on claim during August. At the end of July, when the claimant group normally reflects layoffs associated with annual holiday and plant shut-downs, this total was 140,000.

A total of 89,000 initial and renewal claims were filed in local offices across Canada during August, substantially lower than the 124,000 in July. The August 1967 total was 93,000. Almost 90 per cent of the cases were from persons separating from employment during the month.

The average weekly number of beneficiaries was estimated at 195,000 for August, 148,000 for July and 138,000 for August 1967. Benefit payments totalled \$26.2 million in August compared with \$18.9 million in July and \$16.8 million in August 1967. Because of the delay caused by the postal strike, some of the payments made in July are included in

Unemployment Insurance  
and Manpower Section  
Dominion Bureau of Statistics

the August total. The average weekly payments for these three dates were \$25.81, \$25.51 and \$24.38.

All provinces reported decreases in the monthly claimant count. The bulk of the decrease since the end of July, more than 80 per cent, occurred in Quebec and Ontario.

In comparison with the situation a year ago, there were increases in all provinces. Proportionately large increases ranging from 40 to 67 per cent were

shown in Prince Edward Island and the Prairie Provinces. Quebec and Ontario, with increases of 23 and 10 per cent, accounted for 60 per cent of the total increase.

The volume of claims filed in August was lower than in July in all provinces except Newfoundland. Quebec and Ontario accounted for more than 90 per cent of the decrease; elsewhere the numbers involved were small.

Compared with figures of a year ago, large declines in the number of claims filed in Ontario, British Columbia and Nova Scotia were offset by increases elsewhere.

Summary Table

Activity	August 1968	July 1968	August 1967	Cumulative data 1968	
				January to August	12 months ending August
(in thousands)					
Insured population as at monthend	—	5,434	4,832	—	—
Initial and renewal claims filed					
Total.....	89	124	93	1,272†	1,934
Initial.....	62	85	64	949†	1,430
Renewal.....	27	39	29	324†	504
Claimants currently reporting to local offices.....	270	321	227	466*	418*
Beneficiaries (weekly average).....	195	148	138	372*	309*
Weeks compensated.....	1,015	739	691	13,111	16,177
Benefit paid.....	\$26,202	\$18,858	\$16,849	\$345,102	\$422,834
Average weekly benefit.....	\$ 25.81	\$ 25.51	\$ 24.38	\$ 26.32	\$ 26.14

\*Monthly average.

†Discrepancy between total and subtotals is due to rounding.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

# Publications Received

## in the Department Of Labour Library

List No. 238

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

### Annual Reports

1. ECONOMIC COUNCIL OF CANADA. *Fifth Annual Review: the Challenge of Growth and Change*. September 1968. Ottawa, Queen's Printer, 1968. Pp. 215.

Contents: Introduction. An international perspective on economic growth. Science, technology and the economy. The changing structure of the economy. Productivity in agriculture. The problem of poverty. Regional aspects of federal economic policies. Performance in relation to goals.

2. CONSEIL ECONOMIQUE DU CANADA. *Cinquième exposé annuel: défi posé par la croissance et le changement*. Septembre 1968. Pp. 235.

Contenu: Introduction. La croissance économique dans une perspective internationale. La science, la technologie et l'économie. Les changements dans la structure de l'économie. La productivité dans l'agriculture. Le problème de la pauvreté. Incidences régionales des politiques économiques fédérales. L'état de l'économie en fonction des objectifs.

3. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *A Progress Report, 1968*. Geneva, 1968. Pp. 64.

Contents: A measure of achievement, 1966-67. Education. Research. Policy discussions. Publications and information. Contacts with the academic community. The balance sheet to date. Substantive questions of future programme development. Leadership development. Promotion of labour studies. Aims of research. Institutional factors. Organization of the Institute. Staff development. Finance.

4. MANITOBA ECONOMIC CONSULTATIVE BOARD.

*Fifth Annual Report*. June 1968. Winnipeg, 1968. Pp. 108.

5. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Annual Report, 1967*. New York [1967]. Pp. 35.

6. NEW YORK (STATE). DEPARTMENT OF LABOR. *Annual Report, 1967*. Albany, 1968. Pp. 30.

7. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, Newfoundland and Labrador, 1967*. St. John's, 1968. Pp. 40.

8. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Labour Legislation in Nova Scotia, 1968*. Halifax, 1968. Pp. 28.

9. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *1967 Wage Rates and Hours of Labour in Nova Scotia*. Halifax, 1968. Pp. 61.

10. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Report of the Twenty-second Annual Survey of Salaries and Wages, August, 1968*. Regina, 1968. Pp. [16].

### Automation

11. COLUMBIA UNIVERSITY. SEMINAR ON TECHNOLOGY AND SOCIAL CHANGE. *Technological Innovation and Society, edited for the Columbia University Seminar on Technology and Social Change by Dean Morse and Aaron W. Warner*. New York, Columbia Press, 1966. Pp. vi, 214.

"... The seminar has attempted to relate technology to innovation and to begin an exploitation of the impact of technology on specific aspects of the social environment."

12. CONFERENCE ON GOVERNMENT INFORMATION SYSTEMS, OTTAWA, 1967. *Conference on Government Information Systems, Ottawa, October 5 and 6, 1967*. Ottawa, Queen's Printer, 1968.

Sponsored by Economic Council of Canada.

Contents: The administrator and the computer: rights and responsibilities, by M. H. Schwartz. The BLS data bank and information system, by Rudolph C. Mendelssohn. The current



Canadian time series data bank, by H. J. Adler. The problems of hardware and software, by Aaron Drutz. The BLS computer language for quantitative economic research, by Rudolph C. Mendelsohn. Data administration in an information system, by M. C. McCracken. The information system as a tool for economic analysis, by George Sadowsky. The need for information systems as a tool for better government, by Ronald S. Ritchie. Panel discussion — the moderator's summary, by T. J. Vander Noot.

12. KELBER, HARRY. *Union Printers and Controlled Automation* [by] Harry Kelber and Carl Schlesinger. London, Collier-Macmillan; New York, Free Press [c1967]. Pp. xix, 299.

"This work is a revision and expansion of a doctoral dissertation by Dr. Kelber, completed in November 1965 at New York University."

This book describes the policies and actions of New York Typographical Union No. 6, the largest and most powerful affiliate of the International Typographical Union, in dealing with the problems of technological advances and other matters in the printing and publishing industry in New York City. One of the chapters in the book is devoted to the ill-fated World-Journal-Tribune merger.

### Collective Bargaining

13. DUNLOP, JOHN THOMAS, Ed. *Frontiers of Collective Bargaining*. John T. Dunlop and Neil W. Chamberlain, editors. New York, Harper & Row, 1967. Pp. 318.

"This book . . . is the product of a three-year research and study program of the Labor Management Institute of the American Arbitration Association."

Thirteen leading experts on labour problems write about such topics as automation, shifting job locations, pressures for retraining, differing jurisdictions, modifications of bargaining structures, changes in grievance procedures, labour disputes in the public sector, and the place of the public interest in industrial disputes.

14. GREAT BRITAIN. ROYAL COMMISSION ON TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS. *Three Studies in Collective Bargaining: 1. Grievance Arbitration in the United States: an Analysis of its Functions and Effects*, by Jack Stieber. 2, *Compulsory Arbitration in Britain: the Work of the Industrial Disputes Tribunal*, by W. E. J. McCarthy. 3. *Check-off Agreements in Britain: a Study of Their Growth and Functions*, by A. I. Marsh and J. W. Staples. London, HMSO, 1968. Pp. viii, 63.

### Economic Policy

15. TORONTO. UNIVERSITY. CENTRE FOR INDUSTRIAL RELATIONS. *Wages, Prices, Profits, and Economic Policy; Proceedings of a Conference held by the Centre for Industrial Relations, University of Toronto, 1967*. Edited by John H. G. Crispo. [Toronto]. University of Toronto Press [1968]. Pp. 148, [1].

Partial contents: The problem in perspective, by John J. Deutsch. Stable prices, high employment, and economic growth: Must Canada choose? By Grant L. Reuber. Reconciling Canada's economic goals, by D. L. McQueen. Foreign experience with incomes policies, by Arthur M. Ross. Some issues in the incomes policy debate, by David C. Smith. The Government of Canada looks at wage-price-profit relations, by the Hon. Mitchell Sharp. A policy for Canada, by Arthur J. R. Smith.

16. U.S. OFFICE OF BUSINESS ECONOMICS. *The National Income and Product Accounts of the United States, 1929-1965: Statistical Tables. A Supplement to the Survey of Current Business*. Washington, GPO, 1966. Pp. xii, 165.

### Employment Statistics

17. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. STATISTICS DIVISION. *Labour Force Statistics, 1956-1966. Statistiques de la population active, 1956-1966*. Paris, 1968. Pp. 184.

Text in English and French.

18. U.S. BUREAU OF LABOR STATISTICS. *Occupational Employment Statistics, 1960-66*. Washington, GPO, 1968. Pp. 32.

### Industrial Relations

19. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 20th, 1967.

*Proceedings*. Thomas G. S. Christensen, ed. Albany, N.Y. Matthew Bender [c1968]. Pp. 455.

Conference held April 17, 18, and 19, 1967.

The discussions at this conference covered the following topics: labour relations legislation, labour arbitration, current problems and procedures of the National Labor Relations Board, labour relations in the Government and non-profit employment sector, settlement of strikes and contract dispute and, pension plans and planning.

20. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS COMMITTEE. SUBCOMMITTEE ON EMERGENCY DISPUTES. *'Big' Labor and Big Strikes: Analysis and Recommendations*. [New York, 1967?]. Pp. [15].

### International Agencies

21. MAYNE, RICHARD. *The Institutions of the European Community*. London [Royal Institute of International Affairs. Political and Economic Planning] 1968. Pp. 82.

A history of the development of the European Community over the last 18 years.

22. POLITICAL AND ECONOMIC PLANNING. *European Unity, a Survey of the European Organisations* [by] Michael Palmer, John Lambert, et al. London, Allen & Unwin, 1968. Pp. 519.

Contents: European unity since the Second World War. The [United Nations] Economic Commission for Europe. The Organisation for European Economic Co-operation. The Council of Europe. The origins of the three Communities. The European Economic Community. The European Coal and Steel Community. The European Atomic Energy Community. Western European union. The European Free Trade Association. The North Atlantic Treaty Organization. The Organization for Economic Co-operation and Development. Conclusions. Appendix I: List of abbreviations. Appendix II: Membership of European organisations.

### Labour Supply

23. CHERNICK, JACK. *Newark, New Jersey Population and Labour Force, Spring 1967* [by] Jack Chernick, Bernard I. Indik [and] George Sternlieb. New Brunswick, N.J., Research Section, Institute of Management and Labor Relations [and] University Extension Division, Rutgers, the State University, 1967. Pp. 40.

"In addition to the resources provided by Rutgers, the State University, this study was financed by: the Federal Economic Development Administration through its grantee, the Office of Economic Development of the City of Newark; by the State of New Jersey, Department of Labor and Industry and its Division of Employment Security, and the Department of Community Affairs."

Report of a survey of the labour force in Newark, N.J. TH



port examines population characteristics of the City of Newark, and analyses employment and unemployment in the city by race, sex, and age.

24. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *The Development and Use of Manpower: Proceedings of the Twentieth Annual Winter Meeting, Washington, D.C., December 28-29, 1967*. Edited by Gerald G. Somers. Madison, 1968. Pp. 404.

The topics covered by these proceedings include manpower and its education and training, the employment of Negroes, the peripheral labour force, federal manpower policies, manpower planning, racial discrimination in employment, unemployment, and technological change.

25. INTERNATIONAL LABOUR OFFICE. *International Differences in Factors affecting Labour Mobility*. Geneva, 1966. Pp. 280.

Report prepared [by Professors F. Sellier and C. Zarka] for the Manpower Administration, Office of Manpower Policy, Evaluation and Research, U.S. Dept. of Labor.

This study examines geographical mobility, occupational mobility, and mobility between firms in Western Europe, with particular reference to France, Italy, West Germany and Sweden.

#### Labouring Classes

26. CALIFORNIA. DIVISION OF LABOR STATISTICS AND RESEARCH. *Brief Summary of State Labor Relations Acts, October 1967*. [San Francisco? 1968]. Pp. 9, 8.

27. ECKSTEIN, OTTO, Ed. *Studies in the Economics of Home Maintenance*. Washington, Brookings Institution, 1967. Pp. xvi, 254.

"Originally prepared as doctoral dissertations at Harvard University."

Contents: Foreword. Introduction, by O. Eckstein. Social security: international comparisons, by H. Aaron. Benefits under the American social security system, by H. Aaron. Unemployment compensation: the Massachusetts experience, by C. Warden, Jr. Public assistance expenditures in the United States, by L. S. Collins. The Mack case: a study in unemployment, by J. W. Dorsey.

28. FLOOD, MAXWELL. *Payment Systems and Their Development in the Railway Running Trades*. Ottawa, Economics and Research Branch, Canada Dept. of Labour, 1968. Pp. 106.

Deals with the system of payment, work rules and working conditions of the running trades of the Canadian National railways and the Canadian Pacific Railway Company from 1920 up to the present time. The running trades include engineers, firemen, conductors, brakemen, baggagemen, and yardmen.

29. INTERNATIONAL LABOUR OFFICE. *Guide to Safety and Health in Forestry Work*. Geneva, 1968. Pp. 223. Title in French: Guide pour la sécurité et l'hygiène dans les travaux forestiers.

BUREAU INTERNATIONAL DU TRAVAIL. *Guide pour la sécurité et l'hygiène dans les travaux forestiers*. Genève, 1968. Pp. 243.

The title in English: Guide to safety and health in forestry work.

30. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General to the International Labour Conference, Fifty-second Session, 1968*. Geneva, 1968. 2 vols.

Contents: Pt. I. The I.L.O. and human rights; report presented by the International Labour Organization to the International Conference on Human Rights, 1968. Pt. 2. Activities of the I.L.O., 1967.

BUREAU INTERNATIONAL DU TRAVAIL. *Rapport du Directeur général à la Conférence internationale du Travail, cinquante-deuxième session, 1968*. Genève, 1968. 2 volumes.

Contenu: [Partie 1] L'O.I.T. et les droits de l'homme; rapport présenté par l'Organisation internationale du Travail à la Conférence internationale des droits de l'homme, 1968. [Partie 2] Activités de l'O.I.T., 1967.

31. INTERNATIONAL LABOUR OFFICE. *Training of Maintenance Workers*. Geneva, 1967. Pp. 38.

Report prepared for the Manpower Administration, Office of Manpower Policy, Evaluation and Research, U.S. Dept. of Labor.

"This study was carried out during the period September 1964 to April 1965 by a team of research workers attached to the International Vocational Training Information and Research Centre of the International Labour Office, Geneva."

"... A study of the problems encountered in the recruitment, training and adaptation of maintenance workers for highly mechanised or automated industries other than mechanical and electrical engineering." The study is limited to four countries, Belgium, France, West Germany, and Sweden.

#### Unemployment

32. INTERNATIONAL LABOUR OFFICE. *Redundancy Procedures in Selected Western European Countries*. Geneva, 1966. Pp. vii, 195.

Report prepared [by Professor Claude Zarka] for the Manpower Administration, Office of Manpower Policy, Evaluation and Research, U.S. Dept. of Labor.

Contents: Introduction. Measures to avoid the occurrence of redundancy or of unemployment resulting therefrom. Measures to reduce hardship to redundant workers. Measures to absorb redundant workers. The cost and effectiveness of the various procedures.

33. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Reducing Seasonal Unemployment in the Construction Industry: Methods of stabilising Construction Activity and Employee Income*, by Jan Wittrock. Paris, 1967. Pp. 284.

This report discusses "methods of reducing, and ultimately eliminating, the seasonal slumps in employment in the construction industry which is seriously affected by this problem." There is a general analysis of the problem and then a survey of the situation in the following countries: Austria, Belgium, Canada, Denmark, Finland, France, Federal Republic of Germany, Italy, Japan, Netherlands, Norway, Spain, Sweden, the United Kingdom and the United States.

34. SHEPPARD, HAROLD L. *Promoting Jobfinding Success for the Unemployed*, by Harold L. Sheppard and A. Harvey Belitsky. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. Pp. 17.

"This bulletin is a brief summary of ... the authors' book, *The Job Hunt: Job-Seeking Behaviour of Unemployed Workers in a Local Economy*, published by The Johns Hopkins Press in late 1966."

This report, "... an attempt to combine the insights of economics and social psychology into the subject of jobseeking behaviour of blue-collar workers," concerns a survey of job-seeking workers carried out in Erie, Pennsylvania, in the summer and fall of 1964.

#### Women

35. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIRECTORATE. *Changes in Legislation in General Assistance and Mother's Allowances in Canada, 1966*. Ottawa, 1967. Pp. 38.



36. ONTARIO. WOMEN'S BUREAU. *Maternity Leave Practices in Ontario*. Toronto, 1968. Pp. [4].

37. U.S. WOMEN'S BUREAU. *Women in Poverty — Jobs and the Need for Jobs*. Washington, 1968. Pp. 5.

#### Miscellaneous

38. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Atlantic Provinces Fishery*. [Fredericton, N.B.] 1968. Pp. 55.

39. BRITISH PRODUCTIVITY COUNCIL. *Efficiency in Today's Factory: edited Text of Papers given at the 1961 Factory Equipment Exhibition*. London [1961?]. 5 parts.

Contents: 1. Organising for product quality. 2. Ergonomics in the factory: fitting the job to the worker. 3. Industrial change and human effects. 4. Low-cost automation. 5. The effective use of capital.

40. CANADA. PRIME MINISTER. *Federalism for the Future, a Statement of Policy by the Government of Canada [to] the Constitutional Conference, 1968, Ottawa, February 5, 6 and 7. Le fédéralisme et l'avenir, déclaration de principe et exposé de la politique du Gouvernement du Canada [à la] Conférence sur la Constitution, 1968, Ottawa, les 5, 6 et 7 février*. [Ottawa, Queen's Printer, 1968]. Pp. 49.

English and French on opposite pages.

41. INTERNATIONAL LABOUR OFFICE. *Technical Guide: Descriptions of Series published in the Bulletin of Labor Statistics*. [2d ed.]. Geneva, 1968. 2 vols.

Contents: v. 1. Consumer prices. v. 2. Employment, unemployment, hours of work, wages.

42. McDOUGALL, WILLIAM JOHN. *Corporate Boards in Canada: How 64 Directorates function* [by] W. J. McDougall and Graeme Fogelberg. London, School of Business Administration, University of Western Ontario, 1968. Pp. 77.

"Research conducted under a grant made to the School of Business Administration from the Associates of the School."

Outlines and evaluates current practices of 64 Canadian boards of directors, based on a questionnaire supplemented by personal interviews. Contents: The role of the Board. Responsibilities of the Board. Board composition, selection and compensation. Committees of the Board. The reporting system of the Board. Board activity. Suggestions for action by Board.

43. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. APPLIED ECONOMICS BRANCH. *Lake St. Clair Region Economic Survey, 1967*. [Toronto] 1967. Pp. 227.

44. U.S. BUREAU OF LABOR STATISTICS. *Retirement Couple's Budget for a Moderate Living Standard, Autumn 1967*. Washington, GPO, [1968?]. Pp. 36.

## HAS YOUR ADDRESS CHANGED?

We want you to receive your LABOUR GAZETTE without delay. Send your new address together with your old address label to the Circulation Manager, LABOUR GAZETTE, Canada Department of Labour, Ottawa.

# STATISTICS SECTION

## Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	October 19	7,995	+ 0.3	+ 4.0
Employed.....	October 19	7,707	0.0	+ 3.6
Agriculture.....	October 19	577	- 4.6	- 4.3
Non-agriculture.....	October 19	7,130	+ 0.4	+ 4.3
Paid workers.....	October 19	6,639	+ 0.1	+ 5.1
At work 35 hours or more.....	October 19	3,911	-38.2	- 0.5
At work less than 35 hours.....	October 19	3,511	+226.0	+ 9.6
Employed but not at work.....	October 19	285	- 6.6	- 6.3
Unemployed.....	October 19	288	+ 9.9	+13.4
Atlantic.....	October 19	34	+21.4	+25.9
Quebec.....	October 19	113	+14.1	+17.7
Ontario.....	October 19	75	+ 2.7	+ 4.2
Prairie.....	October 19	24	- 7.7	+26.3
Pacific.....	October 19	42	+16.7	+ 5.0
Without work and seeking work.....	October 19	275	+10.4	+18.5
On temporary layoff up to 30 days.....	October 19	13	0.0	-40.9
INDUSTRIAL EMPLOYMENT (1961 = 100) .....	July	123.6	- 0.8	- 1.8
Manufacturing employment (1961 = 100) .....	July	121.6	- 1.4	- 2.2
IMMIGRATION.....	1st 9 months	136,376	—	-21.9
Destined to the labour force.....	1st 9 months	70,616	—	-25.7
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	October	91	-26.6	+30.0
No. of workers involved.....	October	20,047	-33.3	-18.9
Duration in man days.....	October	313,990	- 9.3	- 3.9
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	July	\$109.83	- 0.1	+ 6.3
Average hourly earnings (mfg.).....	July	\$ 2.56	- 0.4	+ 6.7
Average hours worked per week (mfg.).....	July	40.0	- 1.0	- 0.5
Average weekly wages (mfg.).....	July	\$102.26	- 1.7	+ 6.0
Consumer price index (1949 = 100) .....	October	156.8	+ 0.3	+ 4.2
Index numbers of weekly wages in 1961 dollars (1961 = 100) .....	July	113.8	- 1.9	+ 2.6
Total labour income (thousands of dollars) .....	August	3,017	+ 1.0	+ 8.2
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100) .....	August	152.8	+ 3.0	+ 2.8
Manufacturing.....	August	153.4	+ 3.9	+ 2.5
Durables.....	August	162.9	+ 1.1	+ 2.5
Non-durables.....	August	145.7	+ 6.7	+ 2.7
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	September	11,602	-19.8	-13.9
Completions.....	September	11,934	- 4.0	+11.7
Under construction.....	September	96,871	- 0.4	+14.7

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which contains additional details of the characteristics of the labour force, together with definitions and explanatory notes

†Centres of 10,000 population or more.



## Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

## A—Labour Force

TABLE A-1—Regional Distribution, Week Ended October 19, 1968

	<i>Canada</i>	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairies</i>	<i>British Columbia</i>
	(in thousands)					
THE LABOUR FORCE.....	7,995	650	2,241	2,961	1,344	799
Men.....	5,443	450	1,560	1,975	917	541
Women.....	2,552	200	681	986	427	258
14-19 years.....	778	72	220	259	147	80
20-24 years.....	1,169	120	378	378	192	101
25-44 years.....	3,426	244	982	1,313	535	352
45-64 years.....	2,396	196	604	922	425	249
65 years and over.....	226	18	57	89	45	17
EMPLOYED.....	7,707	616	2,128	2,886	1,320	757
Men.....	5,238	421	1,475	1,927	901	514
Women.....	2,469	195	653	959	419	243
Agriculture.....	577	30	129	157	239	22
Non-agriculture.....	7,130	586	1,999	2,729	1,081	735
Paid workers.....	6,639	539	1,849	2,559	1,013	679
Men.....	4,384	362	1,256	1,674	640	452
Women.....	2,255	177	593	885	373	227
UNEMPLOYED.....	288	34	113	75	24	42
Men.....	205	29	85	48	16	27
Women.....	83	*	28	27	*	15
PERSONS NOT IN LABOUR FORCE.....	6,383	692	1,893	2,165	994	639
Men.....	1,684	215	480	554	262	173
Women.....	4,699	477	1,413	1,611	732	466

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended October 19, 1968

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*	14,378	2,383	4,098	1,115	4,183	1,086	1,513
LABOUR FORCE	7,995	778	3,942	898	1,389	762	226
Employed	7,707	707	3,844	838	1,360	739	219
Unemployed	288	71	98	60	29	23	**
NOT IN LABOUR FORCE	6,383	1,605	156	217	2,794	324	1,287
PARTICIPATION RATE†							
1968—October 19	55.6	32.6	96.2	80.5	33.2	70.2	14.9
September 21	55.6	32.1	96.2	81.4	33.1	70.0	15.2
UNEMPLOYMENT RATE‡							
1968—October 19	3.6	9.1	2.5	6.7	2.1	3.0	**
September 21	3.3	8.5	2.2	5.8	2.1	2.9	**

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

\*\*Less than 10,000 unemployed.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended October 19, 1968

	October 1968	September 1968	October 1967
(in thousands)			
TOTAL UNEMPLOYED	288	262	254
On temporary layoff up to 30 days	13	13	22
Without work and seeking work	275	249	232
Seeking			
Full-time work	256	234	219
Part-time work	19	15	13
Under 1 month	95	83	91
1-3 months	96	91	77
4-6 months	39	38	35
More than 6 months	45	37	29

SOURCE: Labour Force Survey, DBS.



## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Monthly Totals										
Year and Month	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Totals**
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—August.....	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	144.9	2,785.4
September.....	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October.....	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November.....	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December.....	69.3	718.9	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January.....	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February.....	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March.....	72.2	721.2	236.9	28.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April.....	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May.....	72.6	757.5	247.9	34.8	218.0	52.8	407.0	940.6	152.2	2,907.3
June*.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	963.7	154.2	2,976.5
July*.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	962.3	162.3	2,986.4
August†.....	74.4	776.3	257.7	41.9	244.7	54.2	413.5	965.2	153.8	3,017.2
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—August.....	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	139.7	2,732.2
September.....	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October.....	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November.....	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December.....	69.5	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January.....	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February.....	71.0	727.9	249.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March.....	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April.....	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May.....	72.9	756.9	247.4	37.8	217.8	53.6	408.0	942.0	147.5	2,907.6
June*.....	72.3	754.5	246.8	39.1	215.2	52.6	408.7	949.5	147.6	2,908.7
July*.....	73.9	755.5	239.7	35.2	214.8	52.7	412.3	953.7	152.8	2,913.6
August†.....	73.3	763.1	250.5	36.6	213.7	52.3	417.1	959.4	153.9	2,942.5

\*Revised    †Preliminary.

‡Includes post office wages and salaries.    \*\*Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at July 1968, employers, in the principal non-agricultural industries reported a total employment of 3,643,122. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a

sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
<b>AVERAGES</b>						
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965†.....	114.3	116.3	91.01	117.2	116.2	94.78
1966†.....	120.7	123.1	96.30	123.5	122.8	100.13
1967†.....	122.6	131.4	102.79	123.2	130.6	106.53
<b>1967—July.....</b>	<b>125.8</b>	<b>132.1</b>	<b>103.35</b>	<b>124.3</b>	<b>130.1</b>	<b>106.12</b>
August.....	127.0	132.5	103.66	126.7	130.9	106.73
September.....	125.9	133.9	104.77	125.5	133.0	108.45
October.....	124.8	134.3	105.10	123.3	134.1	109.32
November.....	124.3	134.5	105.26	123.2	134.5	109.71
December.....	120.5	131.1	102.49	119.8	132.1	107.83
<b>1968—January.....</b>	<b>118.6</b>	<b>135.6</b>	<b>106.10</b>	<b>119.8</b>	<b>135.3</b>	<b>110.30</b>
February.....	117.1	137.0	107.17	117.8	136.5	111.31
March.....	118.0	137.5	107.57	119.4	136.7	111.48
April.....	119.3	139.3	108.97	120.2	140.2	114.33
May.....	122.7	139.8	109.39	122.0	140.2	114.35
June*.....	124.6	140.5	109.92	123.3	140.1	114.22
July†.....	123.6	140.4	109.83	121.6	138.8	113.21

\*Revised. †Preliminary.

†Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	122.8	121.5	124.6	89.29	90.00	83.98
Newfoundland.....	128.1	124.7	132.5	99.53	99.79	89.87
Prince Edward Island.....	146.1	139.7	146.6	68.82	72.44	68.69
Nova Scotia.....	117.0	117.3	117.4	86.76	88.24	81.98
New Brunswick.....	124.1	122.8	126.2	87.58	87.47	83.93
Quebec.....	119.2	120.0	122.7	107.55	107.36	101.63
Ontario.....	124.4	126.7	125.9	113.45	113.33	106.51
Prairie Region.....	125.2	125.1	126.6	105.10	105.39	97.82
Manitoba.....	117.4	117.4	119.8	101.78	101.33	93.45
Saskatchewan.....	123.6	125.1	126.1	104.34	105.21	96.92
Alberta.....	132.4	131.7	132.6	107.89	108.53	101.53
British Columbia.....	132.3	131.3	135.2	121.15	121.94	115.62
CANADA.....	123.6	124.6	125.8	109.83	109.92	103.35
URBAN AREAS						
St. John's.....	140.5	137.2	143.0	88.26	88.16	80.47
Halifax.....	115.4	115.8	113.8	92.01	92.57	85.66
Sydney.....	101.2	102.0	96.2	88.05	94.63	85.00
Moncton.....	115.8	120.1	119.7	88.60	87.13	81.90
Saint John.....	109.0	107.7	111.2	91.54	90.69	85.54
Chicoutimi.....	110.0	108.5	115.5	127.47	128.75	122.16
Montreal.....	121.0	122.5	124.6	108.89	108.79	103.20
Quebec.....	114.7	113.9	119.2	92.28	94.08	87.20
Shawinigan.....	100.6	100.6	103.4	109.20	109.38	103.01
Sherbrooke.....	113.8	111.7	118.0	93.25	94.61	86.41
Trois-Rivières.....	114.2	115.8	116.1	99.17	100.26	94.71
Ottawa-Hull.....	127.5	129.3	126.0	104.30	102.88	97.11
Belleville.....	118.6	116.2	119.6	95.53	95.05	89.05
Brampton.....	241.5	261.4	198.6	110.42	110.29	106.41
Brantford.....	134.3	116.2	133.3	107.38	100.11	100.95
Fort William-Port Arthur.....	115.1	123.2	134.6	102.17	106.06	104.56
Guelph.....	136.3	138.1	137.5	105.43	105.66	96.24
Hamilton.....	120.6	119.0	121.8	117.33	117.24	111.17
Kingston.....	125.9	125.8	124.1	109.45	105.91	101.09
Kitchener.....	141.7	144.0	139.2	102.42	101.38	94.31
London.....	119.2	119.8	125.4	106.38	104.12	98.30
Niagara Falls.....	108.3	107.2	120.2	103.21	103.98	98.42
Oshawa.....	110.2	132.3	119.8	126.32	131.95	119.47
Peterborough.....	133.0	132.1	134.0	115.53	113.91	110.20
Sarnia.....	140.2	140.7	131.9	143.69	142.42	137.98
Sault Ste. Marie.....	122.2	121.2	125.7	125.75	123.35	120.15
Sudbury.....	115.9	116.4	113.5	133.99	130.71	122.60
St. Catharines.....	112.5	127.6	140.7	117.21	120.29	112.85
Timmins.....	77.5	77.6	86.2	99.67	101.81	94.71
Toronto.....	126.4	128.6	125.7	114.59	113.63	107.36
Welland.....	105.5	107.9	114.2	128.04	127.94	120.47
Windsor.....	123.2	150.2	147.9	129.18	129.95	116.10
Winnipeg.....	117.6	119.0	120.0	94.41	93.98	88.04
Regina.....	123.7	124.3	124.6	97.97	97.46	93.79
Saskatoon.....	150.5	149.7	147.2	99.98	100.32	92.23
Calgary.....	138.4	140.3	138.5	108.31	108.48	103.07
Edmonton.....	139.2	139.0	135.3	103.15	103.68	96.69
Vancouver.....	131.2	130.6	131.4	116.60	116.81	110.28
Victoria.....	122.9	124.7	128.7	104.15	105.16	99.54

\*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non- Durables	Durables	Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services Non com- mercial Sector†	Com- mercial Sector‡	Public Adminis- tration**	Total Specified Industries
(in thousands)												
CANADA												
July 1968*	80.0	124.4	868.1	766.8	404.9	632.8	984.1	282.9	833.5	649.3	289.6	5,916.3
June 1968*	76.9	123.8	862.7	789.8	397.4	649.8	983.6	280.9	852.4	631.5	281.7	5,930.5
July 1967	82.9	124.1	849.7	791.4	406.3	680.1	939.6	264.3	745.8	624.1	285.8	5,794.1
NEWFOUNDLAND												
July 1968*	3.0	5.9	11.4	2.2	9.8	14.4	16.7	1.9	16.8	8.7	8.5	99.3
June 1968*	2.2	5.8	11.5	2.2	9.2	14.6	16.2	1.9	16.5	8.1	8.4	96.6
July 1967	3.4	5.8	11.7	2.4	10.9	16.3	16.6	1.8	14.9	6.8	6.8	97.3
PRINCE EDWARD ISLAND												
July 1968*	0.2	—	2.4	0.4	2.5	3.2	4.2	0.6	4.1	2.2	2.2	22.1
June 1968*	0.2	—	2.4	0.5	2.2	3.0	4.0	0.6	4.2	2.1	2.0	21.1
July 1967	0.2	0.1	2.9	0.5	2.2	2.9	3.8	0.6	3.6	2.5	2.1	21.4
NOVA SCOTIA												
July 1968*	2.6	6.7	19.3	15.2	14.7	21.3	32.2	6.5	27.5	15.8	18.6	180.5
June 1968*	2.5	7.1	19.1	15.3	14.7	22.4	32.0	6.4	28.0	15.4	17.2	180.2
July 1967	2.6	7.2	18.6	15.5	15.0	22.3	28.7	6.3	25.1	14.8	17.7	173.7
NEW BRUNSWICK												
July 1968*	10.1	2.7	19.6	12.3	9.6	20.5	24.7	4.5	23.2	11.2	10.3	148.6
June 1968*	9.6	2.7	19.1	12.0	9.5	20.8	24.9	4.4	23.7	10.2	7.0	144.0
July 1967	9.8	3.0	19.3	10.4	11.8	23.9	23.1	4.2	20.5	11.7	9.0	146.6
QUEBEC												
July 1968*	27.4	26.4	322.7	195.2	93.5	173.5	242.3	79.3	244.2	166.1	56.4	1,627.1
June 1968*	27.0	26.5	323.8	197.2	88.9	176.6	247.2	79.1	246.9	162.0	55.6	1,631.0
July 1967	29.2	28.0	313.9	194.6	96.6	183.4	240.0	74.8	216.0	170.6	61.6	1,608.6
ONTARIO												
July 1968*	12.2	37.2	369.4	417.1	157.4	198.5	384.1	122.9	302.9	263.7	125.2	2,390.7
June 1968*	12.7	36.9	367.0	440.1	158.9	208.0	381.3	121.9	309.5	256.2	125.0	2,417.4
July 1967	13.6	36.3	364.6	440.0	150.6	218.0	366.7	115.0	271.0	243.8	119.2	2,338.8
MANITOBA												
July 1968*	0.9	6.9	27.9	20.4	18.9	46.5	53.0	13.2	38.0	29.1	14.5	269.2
June 1968*	0.8	6.7	28.2	20.6	18.1	46.2	53.8	13.0	40.2	28.9	14.6	271.2
July 1967	1.1	6.3	27.7	20.4	18.3	49.9	51.5	12.2	35.0	29.6	14.2	266.2
SASKATCHEWAN												
July 1968*	0.5	5.2	10.6	6.1	18.3	26.6	40.3	8.2	36.7	20.7	12.4	185.7
June 1968*	0.5	5.3	10.2	5.9	17.6	28.0	40.3	8.2	38.4	20.5	11.6	186.3
July 1967	0.2	5.4	10.3	6.0	18.3	28.8	37.8	8.5	34.5	18.7	14.0	182.5
ALBERTA												
July 1968*	2.0	20.0	28.2	24.2	41.0	49.8	80.5	17.9	67.0	55.0	22.5	408.0
June 1968*	1.6	19.7	27.4	23.2	39.7	51.1	80.8	17.9	69.5	54.5	21.4	406.9
July 1967	3.6	19.5	26.7	26.2	40.9	52.7	75.4	16.1	59.4	50.9	22.0	393.4
BRITISH COLUMBIA												
July 1968*	21.1	10.7	56.6	73.5	38.5	76.6	105.4	27.8	71.6	75.1	16.9	573.6
June 1968*	19.9	10.6	53.9	72.9	37.9	77.6	102.6	27.6	74.0	72.7	16.7	566.4
July 1967	19.1	10.4	54.0	75.5	41.2	80.2	95.6	24.9	64.5	73.7	17.1	556.2

\*Preliminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services except domestic service) and miscellaneous services.

\*\*Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).



TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	114.0	113.4	113.6	136.45	137.94	127.25
Metals.....	107.6	107.3	109.1	138.18	138.90	129.02
Mineral fuels.....	104.5	105.4	104.9	140.09	143.94	129.13
Non-metals except fuels.....	127.6	129.0	124.4	124.32	124.91	113.97
Quarries and sand pits.....	121.2	118.5	129.7	118.14	119.02	111.86
Services incidental to mining.....	158.3	151.1	143.8	141.73	144.57	135.82
MANUFACTURING.....	121.6	123.3	124.3	113.21	114.22	106.12
Durable goods.....	128.1	132.4	133.4	121.74	123.27	113.64
Non-durable goods.....	116.3	116.0	117.0	105.63	105.88	99.24
Food and beverages.....	118.7	114.0	120.9	100.61	100.70	93.87
Foods.....	118.2	114.5	120.5	97.32	97.84	90.57
Beverages.....	121.4	110.9	123.1	120.80	119.31	113.92
Tobacco processing and products.....	92.1	93.6	95.1	122.92	125.39	110.91
Rubber products.....	112.3	114.3	120.6	111.38	111.44	109.42
Leather products.....	100.5	100.3	97.9	75.44	75.13	69.58
Textile products.....	114.3	117.0	117.1	94.83	95.20	86.91
Knitting mills.....	113.1	114.4	109.2	70.37	70.91	66.28
Clothing.....	108.3	109.7	108.5	70.09	69.24	64.73
Wood products.....	111.5	110.8	113.4	102.79	103.85	95.28
Furniture and fixtures.....	124.6	127.5	128.4	93.06	92.46	87.05
Paper and allied industries.....	120.7	121.5	120.9	131.94	132.52	125.37
Printing, publishing and allied industries.....	114.5	115.9	113.2	119.11	119.74	113.82
Primary metal industries.....	127.6	127.1	126.6	136.82	137.68	129.13
Metal fabricating industries.....	129.6	131.0	132.5	120.03	120.34	111.33
Machinery, except electrical.....	144.6	133.5	147.3	130.64	127.95	120.69
Transportation equipment.....	123.0	150.7	146.6	129.48	134.81	121.42
Electrical products.....	142.2	142.5	142.9	115.73	117.63	107.26
Non-metallic mineral products.....	119.0	120.2	119.3	123.69	122.15	114.64
Petroleum and coal products.....	107.8	107.7	107.2	167.75	167.03	156.06
Chemicals and chemical products.....	119.1	120.2	120.2	128.19	128.95	120.63
Miscellaneous manufacturing industries.....	135.9	137.8	131.7	98.03	98.47	92.35
CONSTRUCTION.....	131.7	128.5	133.5	140.23	137.52	133.59
Building.....	136.2	132.4	133.6	137.39	134.31	128.51
Engineering.....	124.1	121.8	133.4	145.65	143.57	142.44
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	107.8	110.3	116.5	122.00	122.24	113.82
Transportation.....	108.8	106.0	114.0	120.34	121.19	113.66
Storage.....	114.8	113.9	123.3	102.12	107.39	96.47
Communication.....	97.8	118.3	121.7	119.52	116.08	108.85
TRADE.....	127.0	128.8	124.5	88.23	87.21	82.51
Wholesale trade.....	123.2	123.5	123.8	108.10	108.61	100.62
Retail trade.....	129.1	131.7	124.9	77.71	76.08	72.51
FINANCE, INSURANCE AND REAL ESTATE....	132.9	131.8	127.2	106.65	106.10	100.08
Financial institutions.....	136.0	134.2	130.0	104.24	103.54	96.18
Insurance and real estate.....	128.8	128.4	123.3	110.09	109.69	105.60
SERVICE.....	162.7	160.9	163.1	79.49	79.70	76.31
Recreational services.....	159.6	155.2	153.6	70.47	69.95	68.17
Business services.....	175.2	174.1	172.8	123.27	123.47	114.56
Personal services.....	151.0	149.5	150.2	58.38	58.18	55.84
Miscellaneous services.....	187.5	185.8	201.2	87.37	88.77	88.92
INDUSTRIAL COMPOSITE.....	123.6	124.6	125.8	109.83	109.92	103.35

\*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

REVISION: April 1968 weekly wages and salaries in Canada (L.G., Oct. 1968, p. 614) have been revised to: Trade 85.62; Retail Trade 74.83; Industrial Composite 108.95.

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July	June	July	July	June	July	July	June	July
	1968	1968	1967	1968	1968	1967	1968	1968	1967
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	41.0	42.0	40.9	3.07	3.05	2.87	125.98	127.87	117.45
Metals.....	40.8	41.4	40.8	3.20	3.18	3.01	130.80	131.50	122.69
Mineral fuels.....	36.9	41.3	36.7	2.68	2.63	2.44	98.87	108.73	89.76
Non-metals, except fuels.....	42.1	42.4	41.7	2.86	2.85	2.63	120.30	120.88	109.57
Quarries and sand pits.....	48.3	48.1	49.2	2.38	2.41	2.23	115.08	115.86	109.80
Services incidental to mining.....	42.3	43.2	41.8	3.26	3.29	3.14	138.04	142.32	131.25
MANUFACTURING.....	40.0	40.4	40.2	2.56	2.57	2.40	102.26	103.98	96.45
Durable goods.....	40.2	41.0	40.6	2.76	2.77	2.58	111.02	113.65	104.74
Non-durable goods.....	39.7	39.9	39.9	2.37	2.37	2.22	94.12	94.51	88.44
Food and beverages.....	40.4	40.2	40.7	2.28	2.27	2.10	92.15	91.42	85.30
Foods.....	40.3	40.1	40.6	2.21	2.22	2.03	89.08	89.21	82.49
Beverages.....	41.2	41.3	41.3	2.80	2.68	2.60	115.68	110.67	107.07
Tobacco processing and products.....	37.4	39.1	37.0	2.98	2.99	2.72	111.64	116.79	100.70
Rubber products.....	39.7	40.1	41.0	2.49	2.48	2.49	98.79	99.52	102.01
Leather products.....	39.3	39.2	38.5	1.76	1.75	1.64	68.98	68.67	63.21
Textile products.....	40.8	41.1	40.7	2.02	2.03	1.86	82.57	83.51	75.95
Miscellaneous textiles.....	40.3	39.7	39.7	2.10	2.15	1.79	84.73	85.54	71.08
Knitting mills.....	40.0	40.0	40.0	1.56	1.57	1.46	62.47	62.77	58.46
Clothing.....	36.6	36.4	36.5	1.73	1.72	1.59	63.32	62.60	58.17
Wood products.....	39.7	40.5	40.0	2.45	2.44	2.27	97.40	98.91	91.03
Furniture and fixtures.....	41.4	41.2	41.9	2.06	2.04	1.91	85.03	84.18	80.01
Paper and allied industries.....	41.2	41.6	41.2	3.01	3.01	2.86	123.81	125.00	117.77
Pulp and Paper mills.....	41.4	41.9	41.1	3.26	3.25	3.10	134.91	136.13	127.49
Printing, publishing and allied industries....	37.9	38.4	38.8	3.05	3.05	2.88	115.50	117.22	111.57
Primary metal industries.....	40.6	41.1	40.6	3.14	3.13	2.99	127.61	128.59	121.16
Iron and steel mills.....	39.7	40.6	40.3	3.26	3.26	3.13	129.37	132.46	125.97
Metal fabricating industries.....	40.7	41.2	41.0	2.76	2.74	2.53	112.55	112.98	103.74
Machinery, except electrical.....	41.6	41.2	40.7	2.95	2.82	2.72	122.53	116.33	110.85
Transportation equipment.....	38.5	40.6	40.0	2.96	3.07	2.81	113.68	124.69	112.14
Aircraft and parts.....	38.1	39.0	41.0	2.92	2.93	2.77	111.28	114.15	113.51
Motor vehicles.....	38.6	41.2	40.1	3.06	3.17	2.89	118.29	130.76	115.92
Assembling.....	35.6	41.8	39.7	3.52	3.42	3.12	125.58	142.94	124.14
Parts and accessories.....	40.5	40.6	40.4	2.91	3.01	2.82	117.93	122.21	113.78
Shipbuilding and repairing.....	38.1	40.1	38.2	2.97	3.15	2.74	112.98	126.43	104.55
Electrical products.....	39.2	40.3	39.4	2.51	2.51	2.34	98.47	101.35	92.17
Communications equipment.....	38.3	39.9	38.3	2.36	2.38	2.27	90.40	95.04	86.91
Non-metallic mineral products.....	43.4	43.5	43.7	2.71	2.68	2.49	117.42	116.26	108.64
Petroleum and coal products.....	43.2	43.0	43.2	3.67	3.67	3.38	158.62	157.49	146.14
Chemical and chemical products.....	40.1	40.8	40.2	2.76	2.76	2.61	110.66	112.59	104.65
Miscellaneous manufacturing industries....	39.8	40.3	40.1	2.09	2.09	1.95	82.99	84.14	78.29
CONSTRUCTION.....	42.4	41.2	43.0	3.28	3.28	3.08	139.20	135.02	132.33
Building.....	39.7	38.6	40.3	3.41	3.40	3.14	135.26	131.41	126.59
General contractors.....	40.0	39.2	40.3	3.31	3.33	3.00	132.48	130.68	121.05
Special trade contractors.....	39.4	38.1	40.2	3.49	3.47	3.27	137.63	132.04	131.71
Engineering.....	47.7	45.9	47.8	3.08	3.09	2.98	146.71	141.80	142.17
Highways, bridges and streets.....	50.3	48.0	49.6	2.60	2.59	2.44	130.81	124.48	120.82
Other engineering.....	44.9	43.7	45.8	3.65	3.66	3.62	163.90	160.15	165.47
OTHER INDUSTRIES									
Urban transit.....	41.1	41.6	44.8	3.18	3.10	2.90	130.79	129.17	129.93
Highway and bridge maintenance.....	39.2	39.6	40.5	2.39	2.37	2.19	93.81	93.77	88.60
Laundries, cleaners and pressers.....	38.0	38.6	38.9	1.51	1.51	1.40	57.62	58.25	54.29
Hotels, restaurants and taverns.....	34.3	33.8	35.2	1.47	1.48	1.38	50.54	49.82	48.59

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).



TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
1965†.....	41.0	2.12	86.89	116.7	108.0
1966†.....	40.8	2.25	91.95	123.1	110.2
1967†.....	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—July.....	40.2	2.40	96.45	129.6	110.9
August.....	40.5	2.40	97.43	130.9	112.2
September.....	40.8	2.43	99.20	133.2	114.4
October.....	40.8	2.45	99.88	134.2	114.8
November.....	40.7	2.46	100.18	134.6	114.5
December.....	38.7	2.50	96.78	130.0	110.1
1968—January.....	40.0	2.49	99.52	133.7	113.1
February.....	40.4	2.49	100.53	135.0	113.2
March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.42	140.3	117.1
June*.....	40.4	2.57	103.98	139.7	116.0
July†.....	40.0	2.56	102.26	137.4	113.8

\*Revised. †Preliminary

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	July 1968	June 1968	July 1967	July 1968	June 1968	July 1967
				\$	\$	\$
Newfoundland.....	43.6	45.4	43.1	1.96	1.88	1.89
Nova Scotia.....	39.8	40.7	40.7	2.04	2.07	1.91
New Brunswick.....	40.7	40.9	41.4	2.10	2.09	1.94
Quebec.....	40.3	40.8	40.7	2.31	2.34	2.16
Ontario.....	40.1	40.5	40.3	2.68	2.69	2.52
Manitoba.....	39.8	40.1	39.7	2.33	2.32	2.14
Saskatchewan.....	39.1	39.8	40.0	2.73	2.71	2.49
Alberta.....	39.5	40.1	39.9	2.64	2.66	2.46
British Columbia.....	37.9	38.1	37.4	3.19	3.19	3.00

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower

Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352, June 1968 issue.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1968—July.....	5,434,000	5,113,000	321,000
June* .....	5,305,000	5,013,900	291,100
May.....	4,731,000	4,409,600	321,400
April.....	4,856,000	4,281,000	575,000
March.....	4,865,000	4,208,100	656,900
February.....	4,836,000	4,176,500	659,500
January.....	4,864,000	4,230,700	633,300
1967—December.....	4,811,000	4,309,500	501,500
November.....	4,783,000	4,446,400	336,600
October.....	4,734,000	4,491,500	242,500
September.....	4,750,000	4,539,100	210,900
August.....	4,832,000	4,604,900	227,100
July.....	4,803,000	4,556,700	246,300

\*Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 a year.

**TABLE E-4—Benefit Payments\*, by Province, August 1968**

<i>Province</i>	<i>Weeks Paid</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	26,273	651,470
Prince Edward Island.....	4,848	117,128
Nova Scotia.....	36,672	907,601
New Brunswick.....	33,604	846,970
Quebec.....	323,289	8,382,829
Ontario.....	378,659	9,843,319
Manitoba.....	39,760	983,258
Saskatchewan.....	21,287	535,189
Alberta.....	47,080	1,209,572
British Columbia.....	103,848	2,724,636
Total, Canada, August 1968.....	1,015,320	26,201,972
Total, Canada July 1968.....	739,333	18,858,224
Total, Canada, August 1967.....	691,198	16,848,719

\*Because of the postal strike in July, August 1968 data include some payments that were made in July.

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, August 1968**

<i>Province</i>	<i>Claims Filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at the End of the Month</i>			
	<i>Total</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposal of</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	2,079	1,386	693	1,672	1,047	625	809
Prince Edward Island.....	286	212	74	323	188	135	91
Nova Scotia.....	3,126	2,162	964	2,789	1,697	1,092	1,135
New Brunswick.....	2,571	1,885	686	2,711	1,613	1,098	708
Quebec.....	28,390	18,934	9,456	29,114	16,931	12,183	9,780
Ontario.....	33,374	24,438	8,936	39,949	20,749	19,200	10,374
Manitoba.....	2,403	1,738	665	2,378	1,597	781	497
Saskatchewan.....	1,595	1,236	359	1,627	1,031	596	460
Alberta.....	3,708	2,701	1,007	3,913	2,449	1,464	1,046
British Columbia.....	11,445	7,452	3,993	10,941	7,074	3,867	3,280
Total, Canada, August 1968.....	88,977*	62,144	26,833	95,417†	54,376	41,041	28,180
Total, Canada, July 1968.....	123,909	84,792	39,117	123,865	72,768	51,097	34,620
Total, Canada, August 1967.....	92,535	64,025	28,510	100,702	55,694	45,008	28,913

\*In addition, revised claims received numbered 29,126.

†In addition, 27,460 revised claims were disposed of. Of these, 2,630 were special requests not granted and 1,110 were appeals by claimants. There were 6,348 revised claims pending at the end of the month.



**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at August 30, 1967**

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	July 31 1968	August 31 1967
CANADA.....	269,834	99,057	74,806	58,180	37,791	321,035	227,098
Male.....	158,357	65,814	41,751	30,955	19,837	194,856	134,875
Female.....	111,477	33,243	33,055	27,225	17,954	126,179	92,223
NEWFOUNDLAND.....	6,911	2,555	1,809	1,524	1,023	8,054	5,767
Male.....	5,066	2,017	1,302	1,069	678	6,114	4,201
Female.....	1,845	538	507	455	345	1,940	1,566
PRINCE EDWARD ISLAND.....	1,149	364	364	274	147	1,242	757
Male.....	733	248	243	153	89	805	416
Female.....	416	116	121	121	58	437	341
NOVA SCOTIA.....	10,851	3,531	2,818	2,369	2,133	11,322	9,695
Male.....	7,328	2,561	1,865	1,484	1,418	7,697	6,678
Female.....	3,523	970	953	885	715	3,625	3,017
NEW BRUNSWICK.....	8,325	2,752	2,239	1,993	1,341	9,221	7,145
Male.....	5,441	1,982	1,390	1,223	846	6,160	4,662
Female.....	2,884	770	849	770	495	3,061	2,483
QUEBEC.....	89,173	32,739	25,155	19,741	11,538	103,032	72,284
Male.....	56,143	22,845	15,648	11,280	6,370	66,791	46,790
Female.....	33,030	9,894	9,507	8,461	5,168	36,241	25,494
ONTARIO.....	96,098	36,339	27,018	20,231	12,510	124,023	87,350
Male.....	51,306	22,337	13,283	9,859	5,827	70,671	47,791
Female.....	44,792	14,002	13,735	10,372	6,683	53,352	39,559
MANITOBA.....	9,562	2,962	2,503	2,141	1,956	10,058	5,719
Male.....	5,009	1,794	1,320	953	942	5,447	2,635
Female.....	4,553	1,168	1,183	1,188	1,014	4,611	3,084
SASKATCHEWAN.....	5,094	1,818	1,257	1,114	905	5,775	3,275
Male.....	2,659	1,150	599	492	418	3,182	1,266
Female.....	2,435	668	658	622	487	2,593	2,009
ALBERTA.....	10,314	4,062	2,607	2,211	1,434	11,635	7,353
Male.....	5,476	2,502	1,201	1,040	733	6,382	3,137
Female.....	4,838	1,560	1,406	1,171	701	5,253	4,216
BRITISH COLUMBIA.....	32,357	11,935	9,036	6,582	4,804	36,673	27,753
Male.....	19,196	8,378	4,900	3,402	2,516	21,607	17,299
Female.....	13,161	3,557	4,136	3,180	2,288	15,066	10,454

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

## F—Prices

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1949 = 100)								
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year.....	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year.....	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year.....	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—September.....	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October.....	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November.....	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December.....	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—February.....	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March.....	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April.....	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May.....	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June.....	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July.....	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August.....	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1
September.....	156.4	153.0	159.6	136.4	162.2	199.6	176.8	141.1
October.....	156.8	152.4	160.3	138.1	161.6	200.3	177.4	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of October 1968

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Oct. 1968	Sept. 1968	Oct. 1967							
(1949 = 100)										
St. John's, Nfld. *	136.5	137.1	130.8	130.6	125.6	136.2	133.3	194.7	162.6	139.9
Halifax	147.4	148.3	142.5	144.8	144.7	146.5	145.4	204.5	196.3	139.9
St. John	150.7	151.3	145.7	149.2	143.0	147.8	160.5	221.1	182.7	139.4
Montreal	153.3	153.3	148.8	155.8	148.9	128.9	185.4	199.3	182.9	146.5
Ottawa	155.1	155.1	148.6	153.5	150.4	142.8	176.9	210.3	174.4	152.3
Toronto	157.9	157.7	151.8	149.2	160.3	146.3	160.4	196.0	218.1	149.4
Winnipeg	151.9	152.7	146.8	149.0	140.4	153.7	152.8	229.8	171.7	154.1
Saskatoon-Regina	146.3	147.1	140.6	148.5	138.5	149.6	147.7	178.1	176.7	140.5
Edmonton-Calgary	147.7	147.9	141.7	145.2	142.0	149.2	149.0	209.3	171.4	132.1
Vancouver	149.8	150.1	144.9	146.4	150.6	141.3	157.9	187.3	169.4	136.0

\*St. John's index on the base June 1951 = 100.  
NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The

number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**TABLE G-1—Strikes and Lockouts, 1963-68**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,123	3,974,634	0.25
*1967—September.....	31	92	34,282	449,550	0.36
October.....	21	70	24,725	326,850	0.25
November.....	18	70	19,148	251,460	0.18
December.....	11	55	9,436	151,230	0.13
*1968—January.....	24	56	19,758	207,390	0.16
February.....	42	76	49,069	590,840	0.46
March.....	37	85	41,296	682,180	0.53
April.....	42	86	41,751	324,790	0.25
May.....	64	116	30,993	410,710	0.30
June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, October 1968, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	163	410
Mines.....	3	477	9,350
Manufacturing.....	52	11,674	185,300
Construction.....	11	2,637	35,080
Transportation and utilities.....	6	1,158	7,160
Trade.....	10	3,271	69,520
Finance.....	—	—	—
Service.....	2	24	550
Public administration.....	6	643	6,620
ALL INDUSTRIES.....	91	20,047	313,990

**TABLE G-3—Strikes and Lockouts, October 1968, by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island.....	—	—	—
Nova Scotia.....	3	646	3,160
New Brunswick.....	—	—	—
Quebec.....	17	6,833	117,950
Ontario.....	49	9,094	142,880
Manitoba.....	—	—	—
Saskatchewan.....	2	230	3,250
Alberta.....	5	1,419	23,950
British Columbia.....	13	1,645	21,250
Federal.....	2	180	1,550
ALL JURISDICTIONS.....	91	20,047	313,990

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1968 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			October	Accumulated		
FORESTRY						
Henry Selin Forest Products, Earst and Nassau Lake, Ontario.	Carpenters Loc. 2995 (AFL-CIO/CLC)	163	410	410	Oct. 24 Oct. 28	Wages—Return of workers.
MINES						
Indako Mines, Fraser Lake, B.C.	Steelworkers Loc. 959 (AFL-CIO/CLC)	355	7,810	23,790	July 27 —	Wages, hours of work—
MANUFACTURING						
Food and Beverages						
Robin Hood Flour Mills Ltd.,* Port Colborne, Ontario	Packinghouse Workers, Loc. 416 (AFL-CIO/CLC)	166	1,490	19,410	Apr. 27 Oct. 15	Wages, fringe benefits—12% wage increase retroactive to Sept. 1, 1967, 12% eff. Oct. 15, 1968; one additional holiday, 5 weeks vacations after 30 years, other benefits.
David & Frère (1967) Limitée, Montreal, Que.	Commerce and Office Employees (CNTU)	600	2,400	15,600	Aug. 29 Oct. 7	Wages and benefits—55¢ an hr. increase over 3-yr. contract.
Other						
Mansfield Denman General Barrie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC)	330	7,260	9,240	Sept. 23 —	Wages—
Chicago Rawhide, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	116	120	120	Oct. 4 Oct. 8	Refusal by 3 workers to work overtime—Return of workers.
Simpson Timber Co. Ltd. Hudson Bay, Sask.	Woodworkers Loc. 1184 (AFL-CIO/CLC)	130	1,950	4,420	Sept. 4 Oct. 23	Wages—Basic rate raised to \$2.09 an hr. eff. Sept. 1, 1968, 15¢ an hr. Sept. 1, 1969, 23¢ Sept. 1, 1970; other improved benefits.
Three wood mills, Victoria & Vancouver, B.C.	Carpenters Loc. 2802 (AFL-CIO/CLC)	363	6,870	6,870	Oct. 7 —	Hourly pay scale—
Furniture and Fixtures						
Stancor Central Ltd., (Peppler Division), Hanover, Ont.	Woodworkers Loc. 2-500 (AFL-CIO/CLC)	202	2,220	3,130	Sept. 24 Oct. 17	Wages, fringe benefits—40¢ an hr. increase spread over 2-yrs., fringe benefits, one additional statutory holiday.
Paper						
Kimberly Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	211	4,670	19,740	June 23 —	Seniority, management rights—
Domtar Pulp & Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	27,410	94,950	July 18 —	Wages—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1968 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			October	Accumulated		
MacMillan, Bloedel and Powell River (Sask.) Ltd., Hudson Bay, Sask.	Woodworkers (AFL-CIO/CLC)	100	1,300	3,000	Sept. 6 Oct. 21	Wages—Basic rate raised to \$2.90 an hr. effective Sept. 1, 1968, an hr. Sept. 1, 1969, 23¢ Sept. 1, 1970; other improved benefits—
La Cie Internationale de Papier, Matane, Que.	Papermakers Loc. 414 Pulp and Paper Mill Workers 1060 (AFL-CIO/CLC)	111	1,190	2,700	Sept. 12 Oct. 16	Wages, hours—55¢ an hr. increase, other benefits.
<i>Printing and Publishing</i>						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	439,030	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
<i>Primary Metals</i>						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,420	16,280	Apr. 2 —	Wages—
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers Loc. 4077 (AFL-CIO/CLC)	218	3,710	20,940	June 10 Oct. 25	Effective date of new agreement—73¢ an hr. increase spread over 3-yrs., \$100 retroactive pay, new effective date of contract.
Welmet Industries, Welland, Ont.	Steelworkers Loc. 5955 (AFL-CIO/CLC)	150	2,630	6,980	Aug. 20 Oct. 25	Wages—55¢ per hr. increase over 3-yrs., other benefits.
General Smelting Co. of Canada, Burlington, Ont.	Steelworkers Loc. 6979 (AFL-CIO/CLC)	100	2,200	3,900	Sept. 6 —	Wages—
<i>Metal Fabricating</i>						
Central Quebec Steel Ltd., Trois Rivières, Que.	Structural Iron Workers Loc. 816 (AFL-CIO/CLC)	120	2,640	2,640	Oct. 1 —	Length of the agreement, fringe benefits—
General Spring Products Limited, Kitchener, Ont.	Auto Workers Loc. 1524 (CLC)	1,350	1,690	1,690	Oct. 16 Oct. 17	Incentive program set by company—Return of workers.
<i>Machinery</i>						
De Laval Co. Ltd., Peterborough, Ont.	Machinists Loc. 872 (AFL-CIO/CLC)	237	1,420	14,450	July 13 Oct. 9	Wages, working conditions—Settlement terms not reported.
Canadian Blower and Forge Ltd., Kitchener, Ont.	Steelworkers Loc. 3534 (AFL-CIO/CLC)	255	5,610	10,460	Sept. 4 —	Wages, fringe benefits—
International Harvester, Hamilton, Ont.	Steelworkers Loc. 311 (AFL-CIO/CLC)	341	7,500	9,550	Sept. 20 —	Wages, job evaluation—
Hamilton Gear & Machine Co., Toronto, Ont.	Molders Loc. 28 (AFL-CIO/CLC)	139	3,060	3,890	Sept. 22 —	Wages, fringe benefits—
<i>Transportation Equipment</i>						
Dominion Forge Co., Windsor, Ontario.	Auto Workers Loc. 195 (CLC)	668	14,700	36,080	Aug. 15 —	Wages, working conditions, fringe benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			October	Accumulated		
Three automotive parts Manufacturers, Windsor, Ontario.	Auto Workers Loc. 195 (CLC)	489	6,820	6,820	Aug. 18 —	Wages, fringe benefits, working conditions—
ngersoll Machine and Tool Co., ngersoll, Ontario.	Steelworkers Loc. 2918 (AFL-CIO/CLC)	135	2,430	3,240	Sept. 21 Oct. 28	Wages—20¢ an hr. increase Oct. 1, 1968, 13¢ an hr. Aug. 1, 1969; \$102 retroactive pay, other improved benefits.
York Gears Ltd., Toronto, Ontario.	Auto Workers Loc. 984 (CLC)	478	10,520	10,520	Oct. 1 —	Wages—
<i>Electrical Products</i>						
Square "D" Co. of Canada Ltd., Toronto, Ontario.	U.E. Loc. 505 (Ind.)	350	7,700	28,700	July 8 —	Wages, fringe benefits—
Proctor—Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,270	7,730	July 17 —	Wages, hours—
<i>Non-Metallic Mineral Products</i>						
Canada Brick Ltd., Streetsville, Ontario.	Glass and Ceramic Workers Loc. 225 (AFL-CIO/CLC)	128	1,150	3,840	Aug. 31 Oct. 15	Wages—Return of workers.
Duplate Canada Ltd., Oakville, Oshawa & Windsor, Ontario.	Auto Workers Locs. 1256, 222 & 195 (CLC)	1,121	22,800	22,800	Oct. 1 Oct. 31	Wages—Wage increase, other improved benefits.
<i>Petroleum and Coal Products</i>						
Pacific Petroleums Ltd., Taylor, B.C.	Oil Workers Loc. 9686 (AFL-CIO/CLC)	109	220	220	Oct. 28 Oct. 30	Work jurisdiction—Return of workers.
<i>Miscellaneous Manufacturing</i>						
North American Plastics Ltd., Wallaceburg, Ontario.	Auto Workers Loc. 251 (CLC)	295	6,490	34,130	May 17 —	Wages, union security, grievance procedure—
<b>CONSTRUCTION</b>						
Modern Paving, St Lambert de Lévis, Que.	Building and Woodworkers' Federation (CNTU)	110	2,420	9,790	June 26 —	Security of employment—
Several plumbing contractors, Various locations Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	15,400	July 15 —	Wages, other benefits—
Various construction contractors, Edmonton and area, Alta.	Carpenters Loc. 1327 (AFL-CIO/CLC)	1,300	22,100	22,100	Oct. 8 —	Wages—
Lummus Construction, Point Tupper, N.S.	Various unions	600	2,400	2,400	Oct. 15 Oct. 21	Overtime work—Union persuaded men to return to work.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, October 1968 (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Termination Date	Starting Date — Date	Major Issues — Results
			October	Accumulated			
Electrical Contractors' Association, Vancouver Island, B.C.	I.B.E.W. Loc. 230 (AFL-CIO/CLC)	165	170	170	Oct. 30 Oct. 31		Alleged delay in negotiations Return of workers.
<b>TRANSPORTATION AND UTILITIES</b>							
<i>Transportation</i>							
Chambly Transport Inc. Montreal and area, Que.	Railway, Transport and General Workers Locs. 511-513 (CLC)	120	2,660	4,200	Sept. 13 —		Wages—
Six bus companies Various locations Quebec.	Public Service Employees Federation (CNTU)	958	3,780	3,780	Oct. 26 —		Wages, hours—
<b>TRADE</b>							
Quebec Liquor Board, Province-wide, Que.	Public Service Employees' Federation (CNTU)	2,980	64,570	267,640	June 25 —		Wages—
Chapples and Metropolitan Stores, Fort William and Port Arthur, Ontario	Retail Clerks Loc. 409 (AFL-CIO/CLC)	117	2,340	2,340	Oct. 3 —		Wages, seniority, union security
<b>PUBLIC ADMINISTRATION</b>							
<i>Local Administration</i>							
City of Vernon, Vernon, B.C.	Public Employees Loc. 626 (CLC)	104	2,290	2,810	Sept. 24 —		Wages, working conditions—
City of Kelowna Kelowna, B.C.	Public Employees Loc. 338 (CLC)	155	930	930	Oct. 24 —		Wages—
City of Kamloops, Kamloops, B.C.	Public Employees Loc. 900 (CLC)	186	190	190	Oct. 31 —		Delay in new contract negotiations—

\*Federal jurisdiction.

# Labour gazette

Canada Department of Labour

February 1969





# Canada Department of Labour Publications

---

## Economics and Research Branch

*Annual Report of the Department of Labour* (Covers fiscal year ending March 31) (English or French). Cat. No. L1-1968.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968

*Industrial and Geographic Distribution of Union Membership in Canada, 1967* (English or French). Price 15 cents, Cat. No. L31-767.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00 (Bilingual). Cat. No. L2-549.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price \$4.50, Cat. No. L31-967F.

*The Behaviour of Canadian Wages and Salaries in the Postwar Period.* 1967. A graphic presentation. Price \$1.50, Cat. No. L41-567.

*Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal.* 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price \$2.50, Cat. No. L41-667.

*Payment Systems and their Development in the Railway Running Trades.* 1968. By Maxwell Flood. Price \$1.25, Cat. No. L41-768.

(Continued on inside back cover)



# labour gazette

Vol. 69, No. 2, February 1969

## Official Journal Canada Department of Labour

Hon. Bryce Mackasey  
Minister

D. Love  
Deputy Minister

### Editorial Staff

*Editor in Chief*

W. S. DRINKWATER

*Editor*

JACK E. NUGENT

*Editor, French Edition*

GEORGES D'ASTOUS

*Assistant Editor -*

*Production and Promotion*

FRANK L. DUBERVILL

*Staff Writers*

R. J. LYLE

SHIRLEY M. PLOWMAN

KATHLEEN E. WHITEHURST

R. W. WILKINSON

*Circulation Manager*

J. E. ABBEY

over photograph

A piece of Eskimo sculpture depicting an Arctic fisherman. The economic plight of Canadian Eskimo, Indian and Negro minorities is examined in "The Divine Right to be Human," on p. 66.

NFB photo

## CONTENTS

- 66 The Divine Right to be Human
- 72 Department of Labour Today
- 73 50 Years Ago
- 74 News Briefs
- 76 Readership Survey
- 77 What Price Harmony?
- 78 Social Assistance Legislation, 1966-67
- 83 ILO Conference on Asian Manpower
- 84 Safety and Compensation Legislation, 1967-68
- 88 Anniversary: Wartime Labour Relations Order
- 89 Industrial Training Legislation, 1967-68
- 91 Wage Policy: Its Meaning
- 92 Facing the Crisis in Collective Bargaining
- 93 43rd Convention of the CNTU
- 95 1968 Unemployment Insurance Fund Report
- 97 Unemployment Insurance Registrations
- 98 Supplemental Unemployment Benefit Plans
- 99 Collective Bargaining in the Public Service
- 100 Employment Fatalities — 3rd Quarter, 1968
- 101 Manpower in Ontario: 1961-1986
- 102 Price Indexes
- 103 Women's Bureau
- 104 Certification
- 105 Conciliation
- 106 Legislation Branch  
Legal Decisions
- 108 Recent Regulations
- 111 Unemployment Insurance Report — September
- 112 Railway Arbitration Decisions: Cases 120-129
- 114 Wage Schedules
- 115 Decisions of the Umpire  
Employment Review for November
- 116 Library List No. 239
- 119 Statistics Section; Current Labour Statistics

THE LABOUR GAZETTE, published monthly in English and French by the Public Relations and Information Services Branch of the Canada Department of Labour, is listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences. CORRESPONDENCE — Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS — Canada: \$3 a year, single copies 50 cents each; all other countries: \$5 a year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver General of Canada,

to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER — Five or more annual subscriptions, \$1.50 each (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. BOUND VOLUMES — \$5 a copy delivered in Canada, \$7 a copy to other countries. CHANGE OF ADDRESS — Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.





Photo by Murray MacGov

Left to right: Prime Minister Trudeau, Lord Ritchie-Calder and Prof. John Humphrey

# The Divine Right To be Human

**Two conferences on Human Rights took place in Ottawa toward the end of 1968—one, sponsored by the Canadian Labour Congress, in November, the other, a national conference, in December.**

A GROUP of sincere, earnest and sometimes angry people converged on Ottawa from December 1 to December 3, 1968, and decided that it was high time Canada had a permanent organization dedicated to the pursuit of human rights. Sponsored by the Canadian Commission, International Year for Human Rights (L. G., Feb. 1968, p. 74) the conference was an open invitation to all Canadians to air grievances against the status quo and man's inhumanity to man. Representing 150 voluntary organizations, observers from the federal and provincial governments, and the United Nations, the 500 delegates presented, reviewed, and argued their right to a job, a culture, a language, an education, and generally what they considered to be their human right to a square deal.

The tenor of the conference was expressed by Mr. Justice McRuer, former Chief Justice of the Ontario Supreme Court:

"If all men are born equal in this country, we well know that they do not stay equal long after they are born."

Protesting this inequality was Harold Cardinal, President of the Indian Association of Alberta, who called on the Government to respect Indian treaties and implant aboriginal rights in a new Canadian constitution. "We cannot accept any more verbal or tokenistic statements that pretend to guarantee our rights when we know they do not," he said.

Mary Carpenter, an Eskimo girl now attending the University of Western Ontario, spoke in the same vein. She asked the Government for a land claims commission to restore Crown lands to Eskimos in the Northwest Territories before they are lost to the territorial Government. "We Northern people in Canada would like to become part of the Canadian mosaic," she said. "We'd like to run our own affairs, rather than have the department act as our intermediary with the Canadian public. We shouldn't have to go through the Indian Affairs and Northern Development Department to get to other departments, but straight to other departments just as you do."

Mr. Cardinal went on to say that Indian leaders were all in agreement that the department had no part to play in "the meaningful dialogue" that must develop between Indians and whites. "The credibility of the Indian Affairs Department





"All men are born equal in this country, we all know they do not stay equal long after they are born"—McRuer.



"The expansion of the Indian Affairs Department must come to a halt"—Cardinal.



"The Métis have neither the benefits of Indian status nor the acceptance of whites"—Cuthand.

Photos by Murray MacGowan

me," he said. "If we are to have a full measure of justice and freedom, the expansion of the Indian Affairs Department must come to a halt."

Another disillusioned young Indian, Taiotekane (Frank) Horn of the Caughnawaga Indian Reserve in Quebec told delegates attending a seminar on aboriginal rights, "You're not giving us anything. We gave you all you have. All you have to do now is just pay us." He said that the Indians owned the country. "You should pay for being squatters." Turning to the Indian Act, Mr. Horn accused the Government of trying to "slam through" legislation without giving Indians enough time to study what even lawyers find hard to understand. He said that the Government's guidance booklet, *Choosing A Path* should be called "Indians Down The Garden Path."

The Reverend Adam Cuthand, of the Manitoba Métis Federation, told the conference that a third minority, the 100,000 Métis across Canada, is living in poverty, and subjected to constant social injustice. The Métis people, because of their mixture of Indian and white parentage, he said, have neither the benefits of Indian status or the acceptance of the whites. And Harold Cardinal summed up the feeling of the three native minorities when he said, "Canada has a century of dishonour to try to straighten out." While admitting that Canada had innate possibilities for discrimination, Herman Santa Cruz, of Chile, former chairman of the UN Commission on Human Rights, said that Canada had more tolerance, more equality, and more brotherhood than many countries, and had played a distinguished part in developing liberal and democratic traditions at home and abroad.

But in mid-November in Ottawa, at a preview conference on human rights sponsored by the Canadian Labour Congress, a former United Nations official said that he was "not proud"

of Canada's record on human rights. Prof. John Humphrey, McGill University, director of the UN Division of Human Rights from 1946 to 1966, told CLC delegates that, as a Canadian, he was ashamed of Canada's treatment of the Indian people. "We are giving aid to people abroad with standards that are even higher than those of fellow Canadians," he said. Now Chairman of the Canadian Commission of Human Rights, Prof. Humphrey declared that Canada had still not signed the two UN conventions on human rights, and that neither the federal Government nor the provincial legislatures have adopted resolutions to endorse the UN declaration. Prof. Humphrey said he would like to see these resolutions not only endorsed but also included in the Canadian Constitution. Many countries have incorporated all or part of the UN declaration in their constitutions and have thus made it part of their national law, he observed.

"If Canada had a bill of rights—I mean a real one—embedded in the Constitution, it would be easier for Canada to enter into international obligations." When the CLC's November conference ended, all the various workshops urged the enshrining of human rights legislation in the Constitution. Asked to explain Canada's "reluctant" behaviour in the area of human rights, Prof. Humphrey said that "governments don't like to commit themselves." Later he qualified this remark by saying that, fundamentally, Canadians were fairly conservative. "We have only recently become aware of these problems. We have always assumed that everything was fine, that we're the good guys, and if everyone did what we did, all would be all right. Now we are just waking up to our own problems."

George G. Blackburn, Director of the Fair Employment Practices Branch, Canada Department of Labour, endorsed



Mr. Humphrey's comments at the same meeting. "We have lived with a national smugness for so long, believing we had such an advanced enlightenment toward equality for all people, that we are only beginning to recognize with a shock that we are just people after all. People capable of all the racial conceits, fears and anxieties of people everywhere." On a more optimistic note, Mr. Blackburn told delegates that the Premier of Saskatchewan had set up a task force drawn from government, public service, the labour movement and outstanding citizens, to explore methods of helping the Indian and Métis population to get into the mainstream of the economic and social life of the province. The facilities of the Public Service of Saskatchewan are being used to train as many Indian applicants as possible.

Mr. Blackburn described "the remarkable response" made by community leaders in Halifax who organized a several-pronged attack on prejudice and discrimination in that city. With the support and co-operation of the Government of Nova Scotia, the mayor of Halifax, the Canada Manpower Centre, the Halifax Board of Trade, and other organizations, Negro men and women were encouraged to seek jobs, received counselling, and were assisted with training courses. Employers also were encouraged and assisted in setting up training courses. A Negro employment officer was hired, and jobs were sought for young Negro students currently in Grade 10 through college. A radio publicity program titled "Give-A-Damn" was developed to inform employers of students available for summer employment, and to list employers who sought to hire Negroes.

"One of the outstanding projects initiated by the Ontario Human Rights Commission is the current review by a highly qualified group of experts of all textbooks used in the schools of Ontario, with a view to eliminating racial insults and the damaging stereotyping of racial images," Mr. Blackburn said.

He pointed out that Alberta is now engaged in a province-wide promotion of human rights information and literature. New Brunswick's new Human Rights Commission is getting a program underway. Prince Edward Island passed an Act in 1968, and is reported to have started a public information campaign.

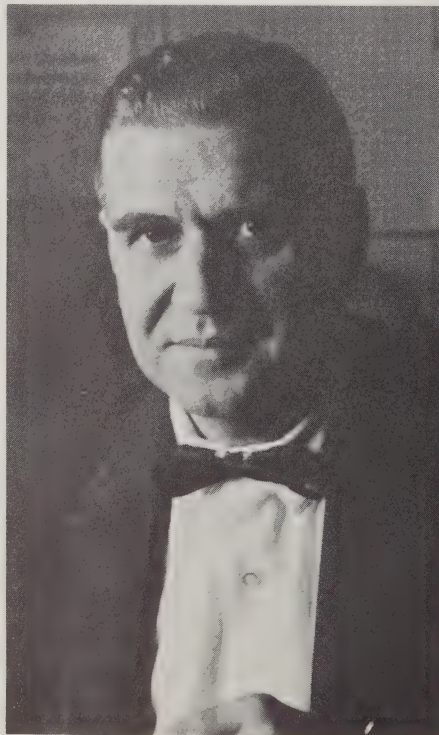
Mr. Blackburn said that two federal departments and a large federal agency are experimenting in staff education. The training program, in co-operation with the Fair Employment Practices Branch of the Department of Labour, hopes to bring about an awareness of human rights and the roots of prejudice and to promote the development of supervisory skills in dealing with the sensitivities of new Canadian and minority groups. "As techniques are developed, it is intended that other departments will be encouraged to undertake staff training."

At the CLC meeting, Alan Borovoy, a Toronto lawyer, told delegates that the greatest difficulty facing the coming challenges of human rights was public apathy. "It is not that Canadians are against human rights," he said. "Canadians are not sufficiently in favour of human rights. We are not 'hate-mongers' we are 'comfort-mongers.' Our problems concern not the ill-intentioned wrongdoer, but the well-intentioned non-doer." Mr. Borovoy said that two fundamental propositions have animated the human rights activities of Canada: the trade union movement. "The first proposition is that we must distinguish between human rights and brotherly love. For example, trade unionists do not ask employers to like Negroes, Jews, and Orientals. Our primary concern is not with who people like, but with what they do. It is not with how they feel, it is with how they behave."

Organized labour was not opposed to brotherly love, he said, but they were not prepared to wait for the golden millennium when all men were brothers. Labour has accepted



"We must distinguish between human rights and brotherly love"—Borovoy.



"Canadians are capable of all the racial conceits, fears and anxieties of people everywhere"—Blackburn.



Photo by Warrander Studio

"Not more money but more knowledgeable efforts are needed to eradicate poverty"—Smit



profound insight that "In the long run we are all dead," and as geared its human rights program to the promotion of social justice for living people in the here and now. The second proposition, Mr. Borovoy said, is that most people who do the right thing do it for the wrong reason. "Most people act on what they conceive to be their self-interest. Accordingly, labour has devised a program to make human rights a matter of self-interest for most people."

An employer who pays low wages is much more likely to be moved by a well-organized strike than by a well-prepared sermon, he observed. It was the same in the human rights field. Pressure directed to self-interest has been a most effective instrument for transforming conduct. The law was an effective instrument of pressure geared to the self-interest of people who prefer to avoid unpleasant inconvenience. "The simple psychology of our legislative machinery is that most people in this country, despite their prejudices, are not so hopelessly and unalterably bigoted that they would put themselves through trouble and inconvenience just to keep out a few members of minority groups." There were many loopholes in government legislation on human rights, the speaker declared. Newfoundland has not enacted a single statute dealing with racial and ethnic discrimination. British Columbia, Saskatchewan, Manitoba, Quebec and New Brunswick do not prohibit discrimination in housing. The federal Government has not included its own employees under the Canada Fair Employment Practices Act. And not a single province has enacted legislation prohibiting discrimination by public licensing bodies. At the moment, only Ontario, New Brunswick, Alberta, and the federal Government have a full-time staff to administer human rights legislation. "It is significant to note," said Mr. Borovoy, "that in the year 1967 alone, the full-time staff of the Ontario Human Rights Commission processed almost five times the number of cases that their part-time predecessors had handled in the entire 11 years prior to the establishment of the Commission."

"When the Maritime provinces with their relatively high

percentage of impoverished Negroes, and the Prairie Provinces with their large number of poverty-stricken Indians, report only a handful of discrimination complaints, this suggests that the provinces have not taken the initiative that they must." A shortage of complaints did not mean a lack of discrimination, he added—only a lack of activity.

There was no lack of activity in the informal groups that met for coffee and cakes at the opening of the National Conference on Human Rights in December. "What are we doing here in this beautiful hotel?" one woman delegate asked. "Why not go out and look in the horse's mouth?" Another delegate said, "We damn the Company of Young Canadians who are not in here talking about human rights—they're out there doing it."

Many people in the group believed that as soon as laws are passed and a structure created to solve a problem, the structure itself will prevent a solution. "We should have a bonfire and burn the Indian Act," suggested MP Frank Howard (NDP Skeena). All the "useless bureaucrats" in the Department of Indian Affairs should be fired, he said. "There's a group of empire builders in the department that seeks to perpetuate themselves."

The tyranny of the machine and the communications revolution are threatening human rights, an international authority on human rights said. In a keynote address, international journalist Lord Ritchie-Calder told the delegates, "We are so fascinated by gadgets that we are becoming hypnotized by them into docile surrender of some of the most valuable of our human rights." All the components of George Orwell's book 1984 are already here, waiting to be assembled, he said.

Lord Ritchie-Calder, Professor of International Relations, University of Edinburgh, stated that two great revolutions are happening simultaneously—the scientific and technological revolution, and the revolution of rising expectations. "If they could mesh," he said, "they could become one, and science could and should fulfil the rising expectations. But they do



"Women are entitled to the same freedoms and opportunities as men"—Coupland.



"Woman's role in politics is confined to licking and stamping envelopes"—Casgrain.



"The new Council will fill the gaps between other human rights groups"—Kaplansky.



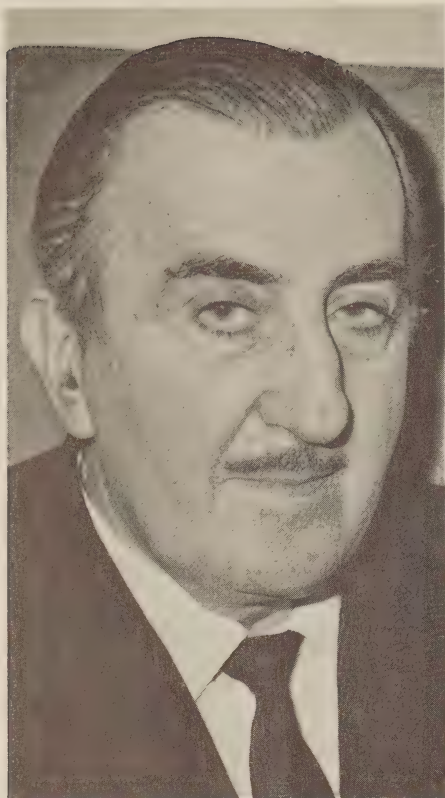


Photo by Murray MacGowan

"Canada has deeply felt convictions about the dignity of the human being"

—Santa Cruz.



Photo by Murray MacGowan

"Equal aspirations toward equality"

—René Cassin.

not mesh. Indeed we are in great danger of stripping the gear and splitting the world. The rich and scientifically endowed countries become richer and richer, and the poor countries become poorer."

Poverty is one of the greatest destroyers of human rights. Arthur J. R. Smith, President of the Economic Council of Canada, told the delegates. As shown in the Council's *Fiftieth Annual Review* (L. G., Dec. 1968, p. 682), there are two blemishes on Canada's economic record that contribute to greater poverty, he said. First, Canada has been experiencing large persistent and widespread increases in prices and costs, which "constitute a cruel tax upon the poor and those who are unable to defend themselves against its eroding effects on real incomes and savings." And secondly, too many Canadians have been left outside the mainstream of economic advancement and have not shared adequately in our general prosperity.

The poor are numbered "not in the thousands, but in the millions," in the words of the Economic Council. A continuation of unacceptable general price and cost increases invite the adoption of increasingly restrictive settings of monetary and fiscal policies. And the ultimate effects of such policy change will be felt most heavily by those least able to protect themselves—young workers, older workers, less-educated workers and those in the low-income regions.

Mr. Smith pointed out that most of the poor families are not to be found among the elderly, but in the 25 to 54 age group, and not among families headed by a woman, but among those in which the family head is a man. Large-scale poverty not only imposes costs on our economy today, he said, it also imposes future costs on our society because it is transmitted from one generation to the next.

The problem of poverty in the Council's view, should become the central focus in new policies designed to eliminate poverty over the medium-term future. In the existing framework, the focus has been placed on other problems, such as the unemployed, the aged, certain regional areas, and rural decline and farm adjustment. What is needed is not more money, Mr. Smith emphasized, but rather more knowledgeable effort and a greater sense of public purpose. An effective approach to poverty, he suggested, would be to adopt policies geared solely to the poor.

Effective policies would not be found merely in improved income programs, he said. A comprehensive solution to the real problems of poverty will not be found simply in a large scale expansion of public social welfare programs and private charities, or in some new guaranteed annual income, or in negative income tax. There would still be a place for income support programs for the aged, disabled, sick and widows with small children, but the majority of the poor are found among those who had never developed their potential. "A nation's greatest assets are its people. An economy's greatest resources are its human resources. Thus, the task of eliminating poverty is one of the greatest challenges now facing the country . . . We need to set about, without delay, to begin to organize resolute, knowledgeable and effective efforts to meet this challenge."

As might be expected, one of the most vocal groups was the seminar on women's rights. Madame Thérèse Casgrain, of Montreal, a long-time champion of women's rights, presented a paper pointing out areas of discrimination against women, especially in Quebec. No women had ever been appointed to Quebec's legislative council she said, and the number of women elected to the 10 legislative assemblies was not proportional to the number of men. "Women's role in politics is confined to licking and stamping envelopes," she said. Women in Quebec were prevented from being called to sit on a jury, and women did not get their fair share of administrative responsibilities. The seminar urged that a working mother



allowed to claim the wages paid a housekeeper as a legitimate business expense, whether or not the helper was employed on part-time basis.

At the CLC convention on Human Rights in November, a CLC official told delegates that there is discrimination against women in Canada, "particularly in the field of employment." J. E. Coupland, Assistant Director, Legislation Branch, Canadian Labour Congress, said, "They are normally hired in only certain categories of jobs; they are denied promotions to supervisory or other responsible positions; they are excluded from advancement training programs; the categories of work in which large numbers find employment are usually among the lowest paid in the occupational scale—and even when they work in industries that employ large numbers of males, their wages are not commensurate." Mr. Coupland emphasized that, although a large portion of our society may be complacent about this, and may think it is in accord with some natural order, there are many women who desire to do meaningful work—but they find that this discrimination against them forms an almost insurmountable barrier. "Women are entitled to the same freedoms and opportunities as men," he said, "and anti-discrimination legislation can be a major factor in bringing this about."

At least 10 international conventions dealing with the status of women have not yet been ratified by the federal Government. Most provincial governments with a bill of rights have deliberately excluded women from the provisions of the bills.

In a keynote summation address at the National conference, Mr. Justice McRuer, championed the cause of women. He drew attention to the fact that there was not one woman on the Supreme or County Court Bench in Canada. "A woman lawyer has as much right to be considered for appointment to the Bench on her merits as any other member of the Bar, and only merit should be considered in making any appointment to the Bench," he said. "I do not suggest that a woman should be appointed to the Bench because she is a woman, but I do say that there are many women who are practising at the Bar in Canada who would make better judges than some of the men who have been appointed." The speaker urged equal pay for women doing the same work as men, and said that although there have been "pious declarations" on the subject, the concept of equal pay for equal work does not yet generally exist in Canada.

Mr. Justice McRuer sympathized also with the plight of Indian and Eskimo peoples, and condemned the practice of long ago of buying millions of acres of valuable land from the native population for "a few beads, hoes and the odd plow." For 100 years, the native peoples of Canada have been denied the right to express themselves in the governments of the country, he said. He attacked laws that branded the illegitimate child as a second-class citizen. "In our province, it can only inherit through the mother, and then only if she has no legitimate children. A child has no choice whether it be legitimate or illegitimate. Why should any child be branded for a lifetime for the indiscretions of its father and mother?"

The speaker warned delegates that the road ahead "is a long hard trail," with many hard portages. "In looking for safeguards for human rights, we have to go much deeper than mere legislative prescriptions," he said. "To me the greatest task ahead is to develop a public consciousness on the part of those who make laws and enforce laws, so that the individual has rights not because he belongs to any strata of society, not because he has any national origin, nor because of the colour of the skin, but because he is a human being."

Delegates heard René Cassin, the 1968 winner of the Nobel Peace Prize, and author of the UN Declaration on Human Rights of 1948. Mr. Cassin said that all men today have

"equal aspirations toward equality." This uniformity of opinion did not mean conformity, however. People were continually striving toward a variety of rights and liberties, and he warned that the struggle would always be difficult. He urged Canada to spearhead the struggle for human rights at the UN and elsewhere.

The same evening, Prime Minister Pierre Elliot Trudeau appealed directly to the Canadian people for support of his Charter of Human Rights against provincial emphasis on the division of powers as a constitutional priority.

On the last day of the conference, recommendations were heard from the 10 workshops. The Rev. Adam Cuthand, chairman of the workshop on aboriginal rights, put forth the recommendation that the terms of reference of the Department of Indian Affairs and Northern Development be extended to include unregistered Indians and Métis. His group urged that the registered Indians, who at present lose their status when they marry unregistered Indians or Métis, should continue to be registered for five years after marriage in case the marriage failed. It was also recommended that the manpower training programs be extended to all impoverished people of Indian ancestry.

The workshop on education commented on discrimination against women. It pointed out that although women constitute more than half the teaching staff in education institutions, they are not proportionally found in positions of responsibility. It resolved that part-time and full-time university students be given equitable representation and parity with faculty and administration, to encourage their co-operation in determining the course of academic studies and other matters affecting them.

Mary Carpenter urged a change in the education system for the North that compels Eskimo children to leave their parents at the age of five for 10 months a year for 12 years to get an education in the south. She dubbed the system "cultural genocide" because young Eskimos forget their parents and their culture. She advocated also the building of a university in the North.

Other recommendations from the 10 workshops included: equal pay for men and women; the setting up of a federal ombudsman, and more provincial ombudsmen; the inclusion of a Bill of Human Rights in the Canadian Constitution; and the establishment, by the Canadian Human Rights Commission, of a committee to deal with cultural and language rights.

And finally, delegates voted to form a permanent organization to oversee human rights in Canada. Called the Canadian Council for Human Rights, the main purpose of the new Council will be to focus attention on human rights problems in Canada, and to act as an inspiration for their solution. Kalmen Kaplansky, chairman of the Commission's executive committee, said that the Council would "bring a measure of collective effort" into the field of human rights in Canada. Council backers have already started discussions with private organizations and government officials to provide the minimal \$100,000 needed for the first year of operation. The Council will function as a forum of discussion and research and as a source of public pressure, Mr. Kaplansky explained, but it would not function as a civil liberties union to take court actions. Its primary goal would be to fill the gaps between various other human rights groups, and although the Council's main interest would be national rights, it would also show concern for international rights.

And why had Canada not done something like this before? These things must take time to germinate, said Mr. Kaplansky. They have been building up gradually through the years. "The time is now right for this kind of work," was the comment of Prof. Humphrey, provincial President of the new Council. "It will just go on from here."



## New Services For Labour and Management

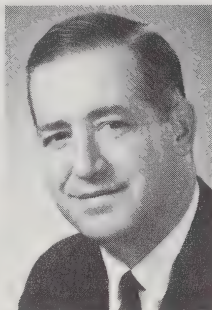
A new mediation service offered by a mediation branch composed of experts is needed to increase the amount of communication between management and labour groups in Canada, Hon. Bryce Mackasey, Minister of Labour, told Parliament in November. Supported by a research staff, and with a detailed knowledge of the industries coming within the federal sphere of jurisdiction, these experts will provide an invaluable service to both labour and management, the Minister predicted. He anticipates that the new services will introduce a degree of continued communication between labour and management that should reduce the areas of friction, and provide the assistance necessary to make collective bargaining more meaningful.

During presentation of estimates of the Department for the coming year to the House of Commons Committee on Supply, Mr. Mackasey described the new look of some of the Department's programs. In anticipation of the report of the Prime Minister's Task Force on Labour Relations, tabled in Parliament in December, officials of the Department were reviewing existing legislation, preparing new laws and evaluating new concepts in order to take advantage of the recommendations of the report.

At the same time, the Minister made known some of his personal views con-

cerning industrial relations in Canada. He noted the lack of communication within the trade union movement, as evidenced by the increasing number of cases in which the general union membership has failed to ratify agreements entered into by its own leadership. He noted also that the failure to ratify agreements is the direct result of the negotiating team's demand for exorbitant and extravagant demands. "The same union leaders then wonder why the rank and file reject the negotiated settlement after they have irresponsibly built up the anticipation of their membership."

Mr. Mackasey foresaw the day when the appointment of a conciliation board in labour disputes may be the exception rather than the rule. "This will mean an expanded role for our conciliation officers, and should impress upon the parties the



NFB photo

Mackasey

necessity of reaching accommodation at the conciliation officer stage," the Minister said. He cautioned against a fear of disruption arising from technological change. He called for greater co-operation between labour, management and government to increase the Canadian productivity. This is necessary, he said, to meet the costs of bringing the programs of the "just society" within the reach of everyone in society. "I will not hesitate to arm the Department with the legislation it requires to make it an effective instrument," the Minister emphasized.

Mr. Mackasey reiterated his commitment to carry out the findings of the Freedman Report (L. G. 1966, p. 4). He called also for legislation defining and emphasizing management's responsibility to its employees in the area of technological change. "There are ways and means of introducing negotiation without usurping management's right to manage," he said.

The departmental estimates for the year total \$12,693,800 of which \$3,576,000 is for statutory items. This figure is a reduction of \$117,200 from the total for the previous fiscal year. Payments of Transitional Assistance Benefits to workers in the automobile industry during 1967-68 amounted to \$732,394. About \$900,000 was requested to meet the Department's financial needs under the plan for 1968-69.

# 50 Years Ago

The New Year 1919 came in with more of a whimper than a bang, and breweries across Canada reported that business was not only quiet but dull. Even cigarmakers were not having much call for their wares, but Canadians were eating candies and other goodies at a great rate. Not surprisingly, according to the February 1919 LABOUR GAZETTE, aerated water sales were "experiencing the usual seasonal dullness."

Toronto streetcar conductors complained that the rising cost of living was rapidly negating their wage increases in a when recent contract that gave motormen and conductors 30 cents an hour to start, gradually increasing to a maximum of 37 cents an hour after three years. The company said that, to pay the men higher wages, it would have to raise the fares, which were slightly under 4¢ a passenger.

In a statement issued to a conciliation board, the men itemized the yearly expenses for a wife and three children — slightly more than \$1,500. "It is undoubtedly true that the men do not make any such yearly income," said the conciliation board judge in noting the statement, "and yet, from what we see of them, they are well dressed and show all the apparent prosperity and contentment of well-to-do citizens." The judge was suitably impressed with the validity of the men's statement, however, and the conciliation board awarded an increase of 2½¢ an hour to the minimum wage, and an additional 2¢ for those making more than 30¢ an hour.

Five Montreal widows begged for leniency when it was discovered that their children were under age for working in a factory. The widows told the Chief Inspector of Factories that they could not possibly support their families without the aid of their children's salaries.

## In the Labour Gazette February 1919

Canadians were celebrating a quiet New Year, Toronto streetcar fares were slightly less than four cents, waitresses were working seven days a week, and child labourers were still helping to bring home the bacon.

In five other cases of alleged child labour, the children were working with the mother or father. "The dearth of adults in all kinds of employment, and the comparatively high wages that children can earn are important factors in the almost insoluble problem of child labour," the inspector said. One widow told him that the six dollars a week her child earned paid for the rent and the fuel.

The inspector's inquiry was precipitated by an accident involving a boy of ten, whose father had sent him to work in the mill. The boy had had his arm torn off in a machine.

And in Medicine Hat, Alta., a committee appointed by the Alberta Federation of Labour zeroed in on the alleged illegal employment of children in a factory situated in the adjacent town of Redcliffe. Proceedings against the management of the factory were dropped when it was discovered that the Justice of the Peace was not only unsympathetic to the charge, but was himself an employer of child labour. The committee were confronted also with parental approval for their children's employment, and the reluctance of other workers to testify if the case came before the Court.

The Ontario Government announced its intention to give a war bonus to public servants. Married men were to get \$200, single men were to get \$100. But despite the fact that single women made up the backbone of the government service during the war years, no mention was made of them.

A representative of the American Federation of Labor completed an investigation of conditions of waitresses in the restaurants and hotels in Toronto. Her report stated that the highest rate paid in hotels was 69¢ a day if the waitress rooms in the hotel, and 83¢ a day if she rooms somewhere else. In the majority of hotels, waitresses were expected to work seven days a week.

A boy of 15 was killed at work, and his father brought action for damages under the Workmen's Compensation Act of Saskatchewan. The dead boy had been earning \$30 a month and had given his entire salary to his parents, who estimated that it cost them \$12 a month to maintain him. The trial judge, however, placed the cost of his maintenance at \$17.50 a month, and deducting this from his earnings for a period of six years, he arrived at the sum of \$900 as compensation.

The father appealed the award, claiming that the amount should be \$1,800. A Court of Appeal backed up the father's claim, stating that under the Workmen's Compensation Act of Saskatchewan, compensation was fixed at a maximum amount of \$1,800, or the equivalent of three years earnings, not exceeding \$2,000. The Court stated that where, as in Saskatchewan, the compensation was not to exceed a definite amount, it should be fixed at the maximum amount recoverable, which in the case was \$1,800.



## Maritimes lose, B.C. wins in Canadian brain drain

A study of educational attainment in the Canadian labour force reveals that there is a distinct regional brain drain within the country, and that British Columbia is the biggest winner. The study did not look at the brain drain out of Canada. The Atlantic provinces are the losers. More than a quarter of all persons who have attended university in the area were living elsewhere in Canada in January 1966.

Released in November 1968, the survey was conducted in 1966 by the Dominion Bureau of Statistics, which subsequently produced a 53-page report, part of the Bureau's special labour force studies. The report, compiled by Michel D. Lagace of DBS, is titled *Educational Attainment in Canada: Some Regional and Social Aspects* (DBS, Queen's Printer, 75 cents).

British Columbia has experienced a net gain of 60 per cent in the number of university-trained people attracted to the province. The level of education was also higher than in any other region, B.C. having the highest proportion of university-trained people and the lowest proportion with elementary schooling.

Quebec has experienced the smallest outflow of university-trained people, but on the other hand, the province had the largest proportion of people with no more than elementary school. The figure in Quebec was 50 per cent with only elementary school. Only the Atlantic region had a smaller proportion of university-trained people than Quebec. Ontario and the Prairie provinces were close to the national average at all levels of education.

The study suggests that the general increase in educational attainment has been taking place less rapidly among persons whose parents are poorly educated. And children of university-trained parents have a better chance of attending university than others. This association between the generations is highest in the Atlantic region and in Quebec.

## Correction

Announcing the merger of the United Packinghouse Workers and the Amalgamated Meat Cutters and Butcher Workmen (L.G., Nov. 1968, p. 640), the *LABOUR GAZETTE* called the Canadian product of the merger, the "Canadian Food and Drink Workers Union." This, of course, is wrong; the name of the new group is the Canadian Food and Allied Workers. We apologize for this error.



A. L. Hepworth

## A. L. Hepworth named CLC educational director

A. L. Hepworth has been appointed Director of the Education Department of the Canadian Labour Congress, the labour body announced in December. His appointment is effective from December 6.

Formerly Director of the International Affairs Department of the Congress, Mr. Hepworth joined the CLC in 1963 and was for a time Assistant Director of the Legislation and Government Employees Department. Throughout his career, Mr. Hepworth has been active in many aspects of organized labour, adult education and safety.

As an employee of Canadian National Railways, Mr. Hepworth in 1935 joined the Canadian Brotherhood of Railway, Transport and General Workers. He came to Ottawa in 1945 to join the national staff of his union as an Executive Assistant and subsequently became the union's Educational Director. Mr. Hepworth in 1962 was appointed Program Director of the Overseas Institute of Canada.

In his new position, Mr. Hepworth succeeds Max Swerdlow, who has been appointed as the first Asian resident regional expert for worker education. After completing a mission in the West Indies, Mr. Swerdlow will take up residence in Bangkok, Thailand.

Mr. Swerdlow in 1934 joined the United Hatters, Cap and Millinery Workers' International Union in Montreal. He soon became an organizer with that union and in 1941 joined the Trades and Labour Congress as an organizer, later becoming Regional Director of

Organization for Quebec. His last position with the TLC was that of National Director of Organization and Education which he held until the merger in 1959 of the TLC with the Canadian Congress of Labour. When the new Canadian Labour Congress was formed in that year, Mr. Swerdlow was appointed Director of Education.

## Hal Banks case cost Government \$137,000

It cost the Canadian taxpayer more than \$137,000 to bring charges against Hal Banks (L.G. 1964, p. 260), former president of the Seafarers' International Union, and 14 other officials of the union. The 15 men were charged in 1964 with violating the Canada Shipping Act by conspiring to persuade sailors on the Great Lakes to stay off the job.

The charges against 13 of the men were dismissed by a Montreal sessions court in 1965. The charge against another was withdrawn in 1967, but the charge against Mr. Banks is still outstanding. He jumped bail and is now living in the United States.

Legal fees amounted to \$90,796, obtaining information leading to the charges cost \$17,038, and expenses of witnesses totalled \$9,854. The RCMP put in more than 2,400 hours of work on the case at a cost of \$7,505.

## Male nurses in Quebec to be licensed

Assurance of prompt action to permit male membership in the Association of Nurses of the Province of Quebec was recently given to Miss Madeleine Jalbert, President of the Association. The assurance came from the chief legal adviser of the Quebec Department of Health after a lengthy battle on this issue.

Exclusion of male registrants stems from the Quebec Nurses Act 1946 which defines nurse as "any person of the female sex possessed of the qualifications required by this Act . . ." but male students have in recent years been admitted to schools of nursing in anticipation of an early amendment which would allow them to practice in the Province of Quebec. Without the amendment a substantial number of male nurses now working in hospitals as attendants, or studying in universities, do not have the legal right to practice their profession.

Quebec is now the only province which does not permit male nurses to be registered and licensed.



## Indian Affairs Minister speaks on equal opportunities

"Many Indian and Eskimo people do not enjoy the same opportunities for sharing in the advantages and responsibilities of being Canadian as do other Canadians," Hon. Jean Chrétien, Minister of Indian Affairs and Northern Development, told a November 1968 meeting in Ottawa of the Canadian Save the Children Fund. Mr. Chrétien said that there were two diametrically opposing views of the Indian and Eskimo position. One was that they were victims of an indifferent government and an equally indifferent society; the other, that they were materially better off than they had ever been—with housing programs, increased educational facilities and community improvements.

"There are elements of truth in both points of view," the Minister said. "But we can afford to be neither an optimist nor a pessimist. I must be a realist." The Minister went on to say that he could not turn the clock back, nor could he create instant solutions for the future; but he could assist in establishing some of the policies that would help the Indian and Eskimo people reach the goals they themselves choose to seek.

He pointed out that the main error of government policies in the past was the tendency to impose solutions and shape new policies without consulting the Indian and Eskimo people. "In many cases the medium is as important as the message. How we do something is as important as what we do; and although it is clear that government must allocate its greater resources to Indian and Eskimo communities, it is equally clear that to do so without involving the indigenous population in this process will diminish the effectiveness of government programs," Mr. Chrétien admitted. "The present Indian Act, which had its roots in the Indian Act of 1880, was outdated, he said. "We are proposing to change it as soon as possible." But in order to ensure that the law will be the right one, the Government was having a series of meetings with spokesmen from Indian Bands. "The new legislation drafted will have to respond to the desire of the Indian people to have more responsibility in the management of their own affairs."

There were two priorities for action, he said. First, expenditures should not be welfare-oriented but should be development-oriented; and Indians and Eskimos must have the same access to development capital as other Canadian citizens. The second priority was the need to establish trust between governments and the Indian community. "This means that the question of outstanding treaty rights

and land claims should be sent to an independent Indian Claims Commission for settlement. I am hopeful that swift action can be taken by Parliament to enact the legislation establishing such a Commission."

The Minister said that all concerned people would undoubtedly want to play a more active role in helping Canada's Indian and Eskimo populations. "We must all be prepared to help; but we must not be too eager to impose our help. We cannot substitute one paternalism for another." The Indian people he said, are organizing themselves into associations, both provincial and national, that are becoming increasingly active and representative.

## Relations in Nova Scotia helped by study committee

A Nova Scotia joint labour-management study committee established six years ago has led to improving relations between labour and management groups in the province, according to a paper prepared for the annual conference of the Institute of Public Administration of Canada, held last September.

In the paper, written by Professor Guy Henson, Director, Institute of Public Affairs, Dalhousie University, the author said that labour and management in Nova Scotia have the joint capability of resolving many of their internal operating problems. The committee was organized in 1962 to study whether there was some way to improve labour-management relations without impairing the system of hard bargaining to reach collective agreement. Other objectives were to seek out fair and reasonable guide-posts and procedures for the continuance of free collective bargaining, and to keep to a minimum of restrictive legislation in the province.

The experience of the past six years indicate that there are reasonable grounds for the belief that the co-operation between the groups to work out solutions to many of their problems would be a lasting phenomenon rather than a transient phase, Prof. Henson said. "The formation of their own machinery of joint consultation and joint action, their declaration of mutual acceptance, and their ability to remove many causes of irritation and discord have led to a lessening of tension and hostility. In turn, without impairment of the system of hard collective bargaining, employers and unions have been able to communicate more freely and even creatively about their common interests within the enterprise and within the economy."

## Woman represents CUPE at international conference

Grace Hartman, national Secretary-Treasurer of the 115,000-member Canadian Union of Public Employees, represented Canadian women workers at a recent international labour conference in Dusseldorf, Germany. Mrs. Hartman was chosen by the Canadian Labour Congress to attend the Third World Conference on Women Workers' Problems, held from September 30 to October 3, 1968. The conference was sponsored by the International Confederation of Free Trade Unions. ICFTU headquarters are in Brussels, and the Confederation unites the workers of 122 trade union organizations in 94 countries.

Discussion at the conference centred on legal provisions for social and family matters and their repercussions on the status of women workers, the integration of women into the trade union movement, and the employment of women in relation to technological changes and economic expansion.

Some of the resolutions adopted at the conference called for:

- elimination of discrimination between males and females in education, employment, remuneration and promotion;
- full and effective integration and participation of women — as a right — in political and economic decisions made by individual unions and national and international trade union organizations;
- strengthening of trade union organization of women workers; and
- implementation of the Charter of Rights of Working Women adopted by the 1965 ICFTU World Congress.

The conference was attended by 100 delegates representing some 12 million working women from 42 countries.

## U.S. employers underpay workers by \$80 million

U.S. employers are underpaying their workers at a rate of \$80 million a year, says the U.S. Labor Department. Despite a program of inspection and education, the department still finds greater wage chiseling from pay envelopes. The department uncovered underpayments totalling \$80,009,717. The total represents wages illegally withheld from 421,916 workers. This was divided among employees who were paid less than the minimum wages set by the Fair Labor Standards Act; those who received less overtime than they were entitled to; employees who were not paid the prevailing wages set by the McNamara-O'Hara Services Contracts Act, and others entitled to higher pay under a 1963 law barring wage discrimination because of sex.



## Ottawa policies inadequate for Maritimes, says APEC

"Inadequate, unimaginative and lacking in a real understanding of the nature of Canadian society," is the way the second annual review of the Atlantic Provinces Economic Council sees the public policy response, particularly on the part of the federal Government, to the needs of the Atlantic Provinces.

The review, *The Atlantic Economy*, expresses the council's hope that Canadians will soon recognize the true nature of Canadian society—"that of a bilingual and multi-regional state." In this context, the council says that there is a need for interprovincial structures to work with the federal Government toward the full development of the region, and it sees the study of "Maritime Union" as producing a framework for this purpose.

The council reported "very significant advances between 1961 and 1966 or 1967." Gross regional output in the period rose by about 48 per cent, total personal income by 43 per cent, and investment gain by about 104 per cent. In spite of these advances, the regional unemployment rate was 6.6 per cent in 1967, compared with

the national rate of 4.1 per cent. And while the regional labour force rose by 11.2 per cent between 1961 and 1966, the national increase was 18 per cent.

The council found that migration from the area has not been slowed, that the income gap has not been closed, and that APEC development goals of a year ago are far from fruition. But the council still looks forward to the day when "each region will become an integral and important part of Canadian society." The federal Government, the report says, will have to establish new machinery for the full development of each of the country's regions according to the needs and potentials of each region.

At its annual meeting in Halifax, in October, the APEC discussed the future of the region. Nelson Mann, APEC Executive Vice-President said after the meeting that nobody at the conference was clear about the direction in which the economy of the region is heading. He considered this a positive outcome of the conference, saying that "Until today, very few people have been prepared to face up to this reality."

W. J. Woodfine, Professor of Economics at Saint Francis Xavier University, Antigonish, N.S., said, "It is simply ridiculous to think we can pull ourselves up by our own bootstraps. I have been attending conferences on Maritime economic problems for the past 15 years. The gap has got wider, not smaller."

Representing the federal Government at the meeting, Forestry and Rural Development Minister Jean Marchand set a 15-year objective to eliminate economic disparity in the Atlantic region. Mr. Marchand admitted that he had no major plan for the region, aside from plans to consolidate a number of existing agencies under the new department. The Government, he said, will contribute up to \$125,000 toward the cost of a study of maritime union, if the three Atlantic Provinces are prepared to match the contribution. As possibilities for new growth projects, Mr. Marchand suggested a deep-water terminal, better highway links to central Canada and New England, and the provision of cheaper power, possibly by the construction of a tidal power plant.

# Readership Survey

## *Thanks for the Suggestions; Changes Coming*

Thanks to suggestions from our readers, and their replies to a questionnaire sent to a large sampling of subscribers in November 1967, some changes will be made to increase the appeal and utility of the *LABOUR GAZETTE*. More than 2,400 readers took the time and trouble to respond, and we are grateful for their help.

The results of the survey have been analyzed and compiled by staff members and a computer, and a lot of discussion and thought has been given to ways of implementing some of the changes and improvements suggested. They will be introduced gradually over the next few months.

To increase the validity of the *LABOUR GAZETTE* readership survey, the subscribers' list was broken down into occupational groups so that one group's opinions would not be over-represented in the results. Of the 2,450 questionnaires returned, 68 per cent were from union members or leaders and from men in business and industry; 10 per cent were from federal or provincial government officials; 6 per cent from libraries; 4 per cent from universities and schools; and 12 per cent from all others.

The results of the survey show that these different groups have different uses for the *LABOUR GAZETTE* and a preference for different departments or features of the *LABOUR GAZETTE*. Of union members sampled,

their first three choices were: conciliation board reports, labour law and wage schedules. Business men preferred labour law, current labour statistics and conciliation board reports, in that order. Government officials chose labour law, current labour statistics and the employment review.

Libraries receiving the *LABOUR GAZETTE* preferred the *LABOUR GAZETTE*'s feature articles, current labour statistics and the statistics section. Choices for universities and schools were feature articles, labour law, and current labour statistics. Of all others sampled, their favourite sections were: labour law, conciliation board reports and current labour statistics.

Summing up all preferences for departments and articles in the *LABOUR GAZETTE*, the most popular sections seem to be: labour law, wage schedules, current labour statistics, conciliation board reports, feature articles, and the statistics section.

As well as preferring different sections of the *LABOUR GAZETTE*, readers had different uses for the magazine and many had more than one use for it. The most important reason for using the *LABOUR GAZETTE* is for reference and research purposes, said 1,630 respondents. For keeping up with labour news, said 1,135 persons. For teaching purposes, it is used by 109 and all of these above uses, by 260 persons. Thirty-five respondents used the *LABOUR GAZETTE* for other reasons.



# What Price Harmony?

A study of industrial relations in the pulp and paper industry in the Atlantic Provinces.

Dr. Hem C. Jain, the author of this study, is an Associate Professor of Management, and Director of the Management Development Seminar at Sir George Williams University, Montreal. His principal teaching and research interests have been in the areas of Labour and Industrial Relations, Training and Executive Development and Organizational Behaviour.

Dr. Jain's article summarizes the findings of a research project undertaken with an award granted under the Canada Department of Labour's University Research Program (L. G. 966, p. 428; 1967, p. 17). The grants are made annually by the Department on the recommendation of a joint Labour Department-University Research Advisory Committee, to encourage and facilitate research in all phases of labour economics and industrial relations.

"Favourable economic conditions in the six large pulp and paper companies in the Atlantic Region have provided a strong incentive for harmonious relations between union and management," said Dr. Hem C. Jain, in a report of a comparison study of six large companies and six smaller companies in New Brunswick, Nova Scotia and Newfoundland.

The collective bargaining experience of the six large companies in the period 1953 to 1963 indicated that they followed the settlement pattern set by the Canadian International Paper Company, an industry wage leader in Eastern Canada. "Many large plants are wholly owned subsidiaries of large paper corporations, and the same unions are involved."

Dr. Jain pointed out that two of the six large firms, Fraser and Bathurst, broke the pattern in 1960. Their final settlements were below the industry rates, and yet substantially higher than the wages paid by the six small mills in the Atlantic Region. "It would seem that the extent to which pulp and paper companies follow the settlement pattern varies with the size and the financial position of the individual companies, as well as with the

economic prosperity of each sector of the industry." Dr. Jain said that, in the post-war years, agreement on major issues was reached either through multi-employer group bargaining or through pattern-following. "This suggests the strong influence of economic and organizational factors on the process of accommodation."

There was a noticeable improvement in the climate of labour relations in the post-war years. "In 1960, for example, when two large non-newsprint companies declared that their competitive and financial situation did not permit them to follow the industry pattern any longer, the international union leaders, after tough bargaining, were willing to accept a compromise settlement." All the large companies introduced technological changes during the 10-year period and took pains to give advance notice to their employees. They worked also in close co-operation with the unions to minimize the hardships on individual workers. No technological changes of any significance took place in the six small mills during the 10-year period.

The smaller companies experienced increasing marketing difficulties as a result of severe competition, overcapacity in production, and fluctuations

in prices. Management, therefore, could not pay the same rates as those paid by the larger companies. The workers, too, were willing to accept lower wages because the pulp and paper mills are located in an economically depressed area where roots in the community are strong.

"The international pulp-sulphite workers' union was careful not to force its wishes on the local members because they would prefer to see them employed rather than force the mills to close down by insisting on wage parity," Dr. Jain said. "But it is interesting to note that, during the 10-year period, the international pulp-sulphite workers made two attempts to obtain industry rates in small pulp mills — Irving Pulp Limited in 1961, and Nova Scotia Pulp Limited in 1963." Management at both mills refused to pay more than the area wage rates for the same and similar work; and in both cases a large majority of the local union members voted to strike. But the fact that a 35-day strike took place at Nova Scotia Pulp, while it was called off at Irving Pulp just two days prior to the date set for it was significant, Dr. Jain said.

"It appears that the local union members at Irving Pulp were afraid of the overwhelming bargaining power of K. C. Irving," Dr. Jain pointed out. "Mr. Irving employed about 10 per cent of the labour force of the Province of New Brunswick in his various enterprises, which include such local communications media as TV, radio and newspapers. And he had a reputation for winning his battles against unions in the courts." Faced with Mr. Irving's unwillingness to compromise, and the prospect of defeat, the local union members decided to call off the strike before it began; and they were forced to accept virtually the same terms that management had offered at the beginning of negotiations.

In view of the firm's financial difficulties at Nova Scotia Pulp, management's immediate objective was to avoid increased labour costs, Dr. Jain added. The international union's immediate goal was



Dr. Hem C. Jain

*Continued on page 97*



# Social Assistance Legislation In Canada, 1966-67

Major changes occurred in Canadian assistance programs during 1966 and 1967 as a result of new legislation or amendments to existing Acts or regulations. In 1966, Parliament passed the Canada Assistance Plan, which provided a comprehensive framework for increased federal sharing in the cost of assistance and services provided by the provinces and municipalities to persons in need. During this period, nine provinces made changes in their legislation, many of which were designed to take advantage of the increased federal aid available under the Canada Assistance Plan.

New Acts were passed in Prince Edward Island, New Brunswick, Ontario and Saskatchewan, where mothers' allowances were discontinued as separate programs.

In Prince Edward Island and New Brunswick, the provincial governments assumed responsibility for the financing of all assistance in the province; and in New Brunswick, the province assumed also the responsibility for the administration of assistance. The Saskatchewan Assistance Act provided one comprehensive program of assistance for all needy persons, irrespective of the cause of need.

In Ontario, a number of programs of provincial aid to persons with long-term need were consolidated under The Family

Benefits Act. Saskatchewan and Ontario both discontinued receipt of applications under the three federal-provincial categorical programs of old age assistance, and blind persons' and disabled persons' allowances, and made provision under their revised programs to aid persons in these categories.

Subsidies to the municipalities for the costs of the administration of assistance and services were authorized by a number of provinces. Qualifications for personnel were set in several provinces, and the importance of preventive and rehabilitative services was emphasized. Particular emphasis was placed on preventive services by Alberta, which enacted The Preventive Social Services Act whereby it provided for provincial sharing in the costs of local preventive programs designed to benefit the community generally.

Eligibility requirements were liberalized in several provinces, and rates of assistance were increased in all provinces. No new legislation was adopted in British Columbia, but rates of assistance were increased by administrative orders.

Although not an assistance program in the usual sense of the word, the Family Allowances program established by Quebec in 1967 to supplement the federal program for children under 16 years of age is mentioned here. Summarized below are some of the major changes in the various jurisdictions.

## The Canada Assistance Plan

THE Canada Assistance Plan, assented to on July 15, 1966 and effective from April 1, 1966, provides a single administrative framework for federal sharing with the provinces of the costs of assistance and welfare services to persons in need. The main objectives of the Plan are to support the provision of adequate assistance to persons in need, and to encourage the development and extension of welfare services that have a preventive or rehabilitative emphasis.

The Plan is designed to replace the

Unemployment Assistance Act and three federal-provincial categorical programs: old-age assistance, and blind persons' and disabled persons' allowances. Under the Plan, the provinces may discontinue the receipt of applications under the latter programs, or they may continue separate administration of these programs. Provisions for contracting out of certain shared-cost programs are applied to Quebec's agreement under the Plan. The Plan also authorizes the federal Government to enter into an agreement with

any province to share the costs of assistance and services on a 50-50 basis. The Plan covers costs shared previously under the Unemployment Assistance Act; in addition, it extends federal cost-sharing to the following:

- assistance to needy mothers with dependent children;
- maintenance of children in the care of provincially approved child welfare agencies;
- health care services to needy persons; and



- extension of welfare services to prevent or remove causes of dependency, or to assist persons receiving assistance to achieve the greatest possible degree of self-support.

Under the Canada Assistance Plan, the only eligibility requirement is that of need, which is to be determined by a needs test and without reference to employment status. A province may not require a period of residence as a condition of assistance or continued assistance, and it must agree to establish appeal procedures. The Plan does not place any ceiling on the rates of assistance to be shared, but leaves the provinces free to set the amounts and conditions of aid. Separate agreements may be entered into to provide for the sharing of the costs of work activity projects intended to help persons who have unusual difficulty in obtaining and retaining employment, and for the sharing of the costs of extending provincial welfare services to Indians on reserves, on Crown lands or in unorganized territory.

## Newfoundland

NEWFOUNDLAND'S Social Assistance Act was amended and new regulations were issued during the period under review.

The major change in the Act occurred in 1967, when the residence provisions were amended to require only that a person be physically present in the province at the time of his application for assistance. Among other changes, the new regulations raised the ceiling on allowable assets and income, increased rates of assistance, and authorized allowances for items of need not previously covered.

The amount of liquid assets permitted applicants for long-term assistance was increased from \$500 to \$750 for an adult and from \$1,000 to \$1,250 for a family. The allowable income for families was amended in 1967 to \$720 for a family of two persons, and to \$1,080 for a family of three or more.

The monthly food allowance was increased, effective July 1, 1966, and again from April 1, 1967, to \$35 for the first adult, \$30 for each additional adult, and \$20 for each child. These rates now apply also to short-term assistance. The monthly clothing allowance for adults was extended to include a personal care item of \$5.

In 1966, a rental allowance for single adults that varied according to circumstances was authorized and in 1967, a uniform rate of \$20 a month was set. Also in 1966, provision was made for a household maintenance allowance for home-owners — \$20 a month for a person living alone, and \$25 for the head of a

household. A rate for board and lodging in unsupervised boarding homes was set in 1966, with some changes in 1967. The rate for an adult is \$50 with a relative, and \$70 with a non-relative. The corresponding rates for children are \$20 and \$30. The special rates for board and lodging for incapacitated adults in special-care homes were raised in 1966, with some additional changes in 1967. The allowance for a foster child living with a guardian was increased several times to \$35, effective from April 1, 1967.

A new provision in 1966 authorized an allowance for housekeeper services — up to \$45 a month for relatives, and up to \$60 for non-relatives.

The additional allowance which may be granted to a family in special circumstances was increased from \$30 to \$50 a month in 1966, and in 1967 was made payable to a single adult. The maximum assistance for house repairs was raised in 1966 and again in 1967 to \$1,200, with, as previously, provision for additional amounts with the approval of the Minister, or of the Lieutenant Governor in Council, depending on the amount.

## Prince Edward Island

THE Welfare Assistance Act enacted in Prince Edward Island in 1966 repealed the Social Assistance Act and the Mothers' Allowances Act, and made provision under one comprehensive program for the payment of assistance to all needy persons. Under this Act, the province assumed responsibility for the cost of assistance and welfare services, without any requirement for a financial contribution from municipalities. Residence requirements were eliminated, and provision was made for appeals against administrative decisions.

Regulations under the Act prescribing conditions of eligibility, the method of determining need, rates of assistance, appeal procedures and other matters became effective from October 26, 1966, the date the Act was proclaimed in force.

The budget deficit method is to be used in determining eligibility and the amount of the allowance. Certain items are exempted from calculation of available resources. These include liquid assets up to \$500 for each recipient, but they must not exceed \$1,000 a family and casual earnings of up to \$20 per month.

Rates for various items of basic need and special need are now specified. These include:

- a monthly food allowance of \$30 for each of the first two adults in a family, \$20 for each additional person, and \$15 for each child under 12 years of age;
- a monthly clothing allowance of \$15

for the family head and \$10 for each additional person; and

- a rental allowance of \$40 (rural) or \$60 (urban). An allowance for fuel and utilities may be granted on the basis of actual cost.

Under the newly established appeal procedure, a dissatisfied applicant or recipient may appeal, first to the Director of General Welfare Assistance, and then to the Appeal Committee, which is comprised of three persons appointed by the Lieutenant Governor in Council for a three-year term. The Committee's decision is final.

## Nova Scotia

A NEW Social Assistance Act, passed in Nova Scotia in 1966, came into force on August 1, 1966. Like its predecessor, the new Act is in two parts. Part I provides for provincial assistance to needy mothers, foster parents and disabled persons, and, by a 1967 amendment, supplementary allowances to recipients of old age assistance and blind and disabled persons' allowances; Part II governs municipal assistance. The regulations under the new Act were amended in 1967.

Among other changes, the revised legislation extended coverage, introduced the budget deficit method of determining need for both provincial and municipal assistance, set rates for the various budget items, provided for appeals, and made some changes in the administration of municipal assistance and in provincial-municipal cost-sharing provisions.

The provincial assistance program was broadened in 1966 through an extension of the basic age of children from 16 to 18 years, an increase in allowable assets, the elimination of qualifying periods for mothers whose husbands have deserted them or are imprisoned, and an extension to an unmarried mother who is maintaining a home for herself and her child. Amendments in 1967 extended coverage further by providing for supplemental assistance of up to \$25 a month to a recipient of old age assistance, or of a blind or disabled person's allowance whose assets do not exceed \$1,000, or if married, whose assets including those of his spouse, do not exceed \$2,000.

Under the provincial scale of rates for the items of basic need, the monthly food allowance is \$24 for adults, \$28 for children 12 to 18 years, \$20 for children 7 to 11 years, and \$14 for children six years and under. The corresponding clothing allowances are \$9, \$10, \$7 and \$6. Adults are allowed \$4 a month for miscellaneous essentials, and children \$5, \$4 and \$3, according to the age range. The actual cost of other items may be allowed.



subject to monthly maximums. A new provision, added in 1967, permits an amount for special needs not exceeding \$40 a month, to be included in a person's budget deficit if the Minister of Welfare approves. Persons with special needs may also be granted assistance in excess of the overall monthly limits.

The allowance payable to a disabled person is 100 per cent of his budget deficit, subject to a monthly maximum, which was set at \$55 in 1966 and increased to \$75 effective April 1, 1967. The amount payable to a needy mother, set at 60 per cent of the budget deficit in 1966, was increased to 70 per cent effective April 1, 1967, with no change in the family maximum of \$150 a month. Payments on behalf of foster children are set at \$25 a month for the first child, and \$20 a month for each additional child.

Under the regulations governing municipal assistance, rates for items of regularly recurring need are the same as for provincial assistance, and income is calculated in the same way. Minimum weekly and monthly amounts of assistance are specified, and amounts below the minimum may be given only if the budget deficit is a lesser amount. Changes were made also in the formula for provincial reimbursement of assistance expenses incurred by municipal units in 1966 and again in 1967 to take account of the fiscal capabilities of the municipalities. Under the 1967 amendment, the province pays 75 per cent of the costs, including costs of administration, or an amount equal to the provincial share of the costs of the foundation program of education as determined under the Education Act, whichever is greater.

The new appeal procedures are the same for both provincial and municipal assistance. A person who is dissatisfied with a decision of the administrator or a local welfare committee may, with the permission of the Director of Social Assistance, file an appeal that will be heard by a tribunal composed of three members appointed by the Minister of Public Welfare.

## New Brunswick

THE Social Welfare Act of New Brunswick, enacted in 1966 and effective January 1, 1967, made major changes in the administration of assistance. The provincial Government, formerly responsible for the administration of assistance to needy mothers, assumed also the welfare functions previously performed by municipalities. The new program is administered through a network of provincial district offices. Municipal residence is no longer a requirement. Provisions relating to eligibility requirements, rates of assist-

ance, welfare services and appeal procedures are contained in the Social Welfare Regulations, which became effective January 1, 1967.

Among the items excluded from calculation of available resources are the following: liquid assets up to \$500 for each recipient, or up to \$1,000 a family; the cash surrender value of insurance up to \$1,000 and casual earnings up to \$20 per month. A single schedule of rates applies to all recipients of aid. It includes the following allowances:

- a maximum weekly food allowance of \$6 for one adult, \$4 for the second adult and for each additional person, and \$3 for each child under 12 years of age;
- a clothing allowance, payable after three months receipt of assistance, of \$10 a month for the head of the household and \$5 for each additional person; and
- a monthly rent allowance of \$40 (rural) and \$60 (urban). Allowances granted may not exceed an amount "considered to be a reasonable standard in the community."

A recipient who is dissatisfied with a decision or treatment received at a district office, may request that his case be reviewed by the Director of Social Welfare, and may make a further appeal to the Appeal Committee, a three-member appeal body appointed by the Lieutenant Governor in Council for a term of three years. The Committee's decision is final.

## Quebec

THERE were two major developments in Quebec: an amendment to the Needy Mothers Assistance Act in 1966, and the enactment of the Quebec Family Allowances Act in 1967.

### Needy Mothers Assistance Act

The amendment to the Needy Mothers Assistance Act, which took effect from April 1, 1966, raised the maximum monthly allowance for a mother and one child from \$85 to \$95, and the amount payable on behalf of each additional child from \$10 to \$20. The allowable outside annual income was raised from \$600 to \$1,000.

### Quebec Family Allowances Act

The new family allowances program that took effect from April 1, 1967 is designed to supplement the federal scheme. It provides for the payment of the following allowances at the end of each six-month period to persons satis-

fying the relationship and residence requirements in respect of children under 16 years of age: \$15 for one child; \$32.50 for two children; \$52.50 for three children; \$77.50 for four; \$107.50 for five; \$142.50 for six; and an extra \$35 for each child after the sixth. These allowances are increased by \$5 for each child between the ages of 12 and 16 years. To qualify for these allowances, children must be attending school regularly from the time that they are first required to do so, unless prevented by physical or mental infirmity.

## Ontario

DURING this period, there were a number of significant changes in Ontario's social assistance legislation. The Family Benefits Act, 1966, was enacted to amalgamate, with some changes, a number of categorical programs. Regulations under this Act, setting out the details of the new family benefits program, were issued in 1967. The General Welfare Assistance Act was amended in 1967, and a complete revision of the general regulations governing municipal assistance was issued.

### Family Benefits Act and Regulations

The Family Benefits Act, 1966, proclaimed in force April 1, 1967, provides for provincial allowances and other benefits under a single program to categories of persons formerly assisted under a number of separate programs — the elderly, the blind, the disabled, mothers with dependent children, dependent fathers, and needy widows and unmarried women 60 years and over. Also, allowances and other benefits are payable to wives of old age pensioners and to wives or widows of recipients of provincial allowances who would not otherwise qualify for an allowance. Financial assistance may also be granted on behalf of children impaired as a result of their natural mother having taken the drug thalidomide.

There were major changes in eligibility requirements. Prior residence in the province is no longer a requirement, the regulations stipulating only that a person must be a resident of Ontario at the time of his application. Allowances on behalf of dependent children who are attending an educational institution and are making satisfactory progress in their studies have been extended from the end of the school year in which the 18th birthday falls to 21 years of age. The age at which an unmarried mother may qualify for an allowance for her dependent child has been lowered from 18 to 16 years. There is no longer a waiting period for a dependent father whose wife has deserted



him or is imprisoned in a penal institution. The qualifying period for two classes of women 60 years or over has been reduced — for a deserted wife, the period of desertion has been reduced from six months to three months, and for a separated wife, the period of separation has been reduced from seven to five years.

Certain liquid assets are permitted. A single person may have liquid assets up to \$1,000; a married couple may have combined assets of up to \$1,200 if the spouse is under 60 years of age, and of up to \$1,500 if the spouse is 60 years or over. An applicant with children is allowed \$200 for each dependent child. A foster mother is not eligible for an allowance if her foster child has assets in excess of \$500.

As under the former mothers' allowance program the schedule of pre-added budgets covers certain items of basic need: food, clothing, household supplies, personal requirements, and, also under these regulations, utilities. The amount specified for a single person is \$62; for two adults, \$96; and for two adults and one child under 10 years, \$116.

The shelter allowances formerly applicable to recipients of mothers' allowances and dependent fathers' allowances apply with some changes. A minimum monthly allowance of \$23 for a single person is now specified, and the shelter allowance for families (\$75 for unheated premises and \$85 for heated) may be increased by \$5 for each beneficiary in excess of two.

The former overall monthly maximum of \$300 has been increased by \$10 for each beneficiary in excess of four.

#### General Welfare Assistance Act

The General Welfare Assistance Amendment Act, 1967, and the revised regulations gazetted on July 15, 1967, made a number of important amendments in the legislation governing municipal assistance to needy residents. Among other changes, it became mandatory, rather than optional, for municipalities to grant assistance for the basic necessities in the amounts specified in the regulations.

The allowances for various budget items were raised. For example, in the schedule of pre-added budgets covering food, clothing and personal items, the monthly amount now specified for a family with one child three years of age is now \$99 instead of \$71.30. The shelter allowance for the head of a household — \$75 for unheated premises and \$85 for heated premises — may be increased by \$5 for each dependant in excess of one. There is now a separate allowance of up to \$8 a month for utilities, which may be increased by \$1 a month for each depen-

dant up to a maximum of \$12. An allowance of up to \$7 a month for household supplies is now authorized.

The former total shareable monthly maximum of \$300 may now be increased by \$10 for each dependant in excess of three.

Provincial sharing of welfare costs was extended. The provincial Government will now reimburse the municipalities and district welfare boards for 50 per cent of the costs of administration of assistance and of a wide range of welfare services. The provinces will also pay 50 per cent of the costs of "special assistance." Special assistance, which may be granted at the option of the municipalities, covers such items as prescription drugs, optical services, and travel and transportation. No municipal residence requirements are specified. Municipalities are reimbursed in full by the province for assistance to a recipient during his first year in the municipality, however, if he was residing outside the province or in territory without municipal organization in the year prior to his application for aid.

### Manitoba

**D**URING this period, certain sections of Manitoba's Social Allowances Act were proclaimed in force, and amendments were made to the Act and regulations. Provincial allowances were extended by proclamations bringing into force sections of the Social Allowances Act providing for allowances to certain categories of mothers: effective October 1, 1966, to a mother who has been deserted by her husband for a period of one year; and, effective January 1, 1967, to a mother whose husband has been sentenced to imprisonment for one year or more, and to an unmarried mother caring for two or more children in her own home.

Under the 1966 amendment to the Social Allowances Act, which became effective April 1, 1967, municipalities are required to meet certain criteria before the province will share in assistance costs. A municipality must: establish a schedule of assistance that meets the cost of basic necessities; provide for an appeal procedure; and grant assistance to needy persons without regard to their residence. The province will reimburse a municipality for the full amount of assistance given to a person who is not a resident of the municipality.

In 1966, the right of appeal, previously applicable only to provincial assistance, was extended to assistance administered by municipalities with bylaws providing for appeals. Appeal proceedings were expedited also by reducing the time that may elapse between certain stages of the procedures. The province was authorized also

to reimburse each municipality for 50 per cent of the amount by which salaries of certain welfare staff exceeded those for 1964. The Social Allowances Act was further amended in 1967, authorizing municipalities to provide welfare services to indigent persons, with provision for provincial sharing in the costs of such services on the same basis as for costs of assistance. The services provided must be approved by the Minister of Welfare in respect of that municipality.

Some of the rates under the provincial social allowances program were revised by regulation. The monthly rates for food were increased in 1966, and again in 1967. In 1966, the rates for room and board for persons living away from home were increased by varying amounts, depending on the type of arrangement. Also, an allowance of \$70 a month in lieu of room and board was authorized for single persons whose living arrangements require restaurant meals. The allowance for household and personal needs was extended, effective April 1, 1966, to include an additional \$5 per month for each blind recipient, and an additional \$2 for each ambulant recipient in an institution for the aged and infirm. In 1967, the latter amount was raised to \$7.

In 1967, two additional grants over and above the prescribed shelter allowance were authorized: up to \$10 a month if special accommodation is required because a beneficiary is disabled, or a family comprises more than four persons; and up to \$10 for families and single persons and up to \$20 for two adults living together, provided that the Director of Public Welfare considers the accommodation to be socially adequate.

### Saskatchewan

**I**N Saskatchewan, a new assistance program, under which all aid is granted on the basis of need irrespective of the cause, was established by the Saskatchewan Assistance Act, 1966, and the Saskatchewan Assistance Regulations, which became effective April 1, 1966. Application for assistance under the federal-provincial programs — Old Age Assistance, Disabled Persons' Allowances and Blind Persons' Allowances — were discontinued, and assistance to these categories of persons provided under the new Act.

The legislation provides for the administration of assistance by either municipal or provincial units (regional offices of the Department of Welfare). Municipalities, either singly or in association with other municipalities, may form local units to administer the plan, provided that they meet the requirements of the regulations. Where the municipalities do not choose to form a unit, the regional offices of the



department are responsible.

To ensure that a proposed municipal unit meets the provincial requirements, it must be accredited by an accreditation committee composed of seven persons appointed by the Minister of Welfare. To qualify for accreditation, a unit must adopt objectives consistent with those of the Saskatchewan Assistance Plan — that is, it must provide persons in need with adequate assistance, including health services, and must make available appropriate counselling, rehabilitative and preventive services. Also, it must establish a Board of from five to 10 members, representative of the community, to evaluate needs in the community, to suggest changes and improvements in the services offered, and to interpret needs and services to the community. The regulations also specify the staff to be employed by a unit, requiring that there be at least one supervisor, three field workers and one clerical staff. Also, minimum educational standards are laid down for supervisors and field workers.

A Provincial-Municipal Advisory Board of up to 12 members was established to review, assess and make recommendations concerning the assistance program.

Rates for some items of basic maintenance were revised, and allowances were authorized to meet some additional items of special need. A separate schedule of monthly allowances for persons requiring short-term, emergency or interim assistance was established in 1966. Amounts are specified to cover food, clothing, fuel, utilities and personal and household needs for a single adult (\$59.25) and for varying sizes of family units (for example, \$87.75 for a family with one adult and one child, \$126.75 for a family of two adults and one child.)

The food allowance for recipients of long-term aid was increased in 1966 and again in 1967. Effective from April 1, 1967, the maximum monthly food allowance for an adult was raised to \$26.50, and the food allowances for children were increased to \$14.50, \$21.00, \$26.00 and \$28.00, depending on the age range. In 1967, a new allowance of \$2.70 a day for restaurant meals purchased by a recipient living in a rented room was authorized.

In 1966, increases were made in certain fuel allowances, in the allowance for electricity, and in the rates for meals and accommodation purchased away from home. Also, the allowances for personal and household needs were raised with further adjustments in 1967. In 1966, a special-care allowance of up to \$25 a month was authorized for a handicapped person to enable him to pay for tasks that he is unable to perform.

Maintenance allowances for needy persons in nursing homes and special-care homes were raised in 1967.

## Alberta

**D**URING this period, Alberta enacted a new measure, The Preventive Social Services Act, and amended The Public Welfare Act and the Social Allowance Regulations.

### Preventive Social Services Act

The Preventive Social Services Act, assented to on April 7, 1966, is designed to "develop community awareness and resources, to strengthen and preserve individual initiative, and to forestall as far as possible the breakdown of the family." In force from July 1, 1966, the Act authorizes a municipality to provide for the establishment, administration and operation of local preventive social service programs, or to enter into agreements with other municipalities for the joint provision of such services, and to appropriate money for these purposes. The role of the province is to provide consultative and advisory services.

The Administrative and Policy Guide, adopted as regulations under the Act, defines a "preventive social service as one designed to develop community awareness and resources, to strengthen and preserve human initiative and to preclude individual and family breakdown. It is any activity that is available to all members of the community on a voluntary basis for the enrichment of their physical, mental and social well-being."

A provincial advisory body, the Preventive Social Services Committee, was established to examine every phrase of development, and to make recommendations to the Minister of Public Welfare on program and policy matters. The Director of Social Planning and Development of the Department of Public Welfare is chairman, and senior personnel from the Departments of Health, Education, and Youth are also represented on the Committee. The Act provides for provincial reimbursement to a municipality for 80 per cent of the following expenditures: costs of administration of material aid given needy persons under The Public Welfare Act; municipal expenses for the administration of preventive social services programs; and the cost to the municipality for the establishment and operation of such programs.

### Public Welfare Act

The 1966 amendment to The Public Welfare Act added provisions that took account of The Preventive Social Services Act, established the Public Welfare Commission — an advisory body with certain standard-setting and appeal functions — and liberalized eligibility requirements.

In 1967, the Act was again amended to modify the residence requirements, and

to consolidate in this Act all provisions formerly contained in the various municipal Acts related to the duty of municipalities to provide assistance to indigent residents. A municipality is now responsible for providing material aid to an indigent person who has lived in the municipality for at least 12 months prior to his application for aid and who, during that time, has not received assistance from another municipality or from the province. The municipality must continue to provide aid for 90 days after he has moved elsewhere; the province is responsible for providing aid after 90 days.

The annual amendments made during 1966 and 1967 to the Social Allowances Regulations under The Public Welfare Act raised food and clothing rates to bring them into line with current living costs.

## IFCTU Adopts New Name To Reflect Universality

At its 16th convention, held in Luxembourg in October, the International Federation of Christian Trade Unions became the World Confederation of Labour. By adopting a more universal name, the Confederation believes that it is presenting a more realistic picture of the world labour movement as it is today. Representatives from 66 countries were almost unanimous in their acceptance of the new name and a new charter of guiding principles.

Without discarding the values inherent in its policy for the past 49 years, the delegates agreed that the Confederation is to serve all the workers of the world without discrimination as to race, creed, colour or sex. They agreed also that the rights of individuals or groups must be ensured through the defense and protection of political, economic and social interests as well as moral, spiritual and cultural interests.

To mark the 20th anniversary of Human Rights and the 50th anniversary of the International Labour Organization, the Confederation is in the process of planning a meeting for May 1969 to establish new structures that will assure the smooth operation of the movement throughout the world. It will ask the Heads of State of all countries to restore individual freedom to those who might have lost it defending the interests of workers. The Confederation is asking also for freedom of association wherever it is denied.

Marcel Pepin, President, and Raymond Parent, Secretary General, of the Confederation of National Trade Unions, represented Canada at the convention.





# ILO Regional Conference Adopts Asian Manpower Plan

Establishment of an Asian Manpower Plan, aimed at achieving concerted and effective action by countries of the Asian region to attain the highest possible level of productive employment, was decided by the 6th Asian Regional Conference of the International Labour Organization, held in September at Tokyo, Japan. The conference attracted a total of 170 persons from 24 countries.

In a resolution adopted unanimously in plenary session, the conference endorsed and adopted the concept of an Asian Manpower Plan "as a framework for national, regional and international action concerning employment and manpower policies and programs." The main purpose of the plan is to provide a means of stimulating such action and to co-ordinate, facilitate and harmonize the slow and efficient utilization of multi-lateral and bilateral development assistance to the region in this field.

The conference called on the developing countries of Asia to direct their economic and social policies and plans, including their population policies, toward the achievement of higher levels of productive utilization of their populations. It asked them in addition to provide for:

- increase in employment through the modernization of the rural sector, including radical reforms and the development of handicrafts and small industries;
- development of productive skills through the reorientation of education and the improvement of vocational training;
- optimal utilization of available manpower through vocational guidance and appropriate incentives; and
- development of natural resources and the expansion of intra-regional trade.

The conference called on the ILO to

proceed to the formulation, adoption and implementation of the Asian Manpower Plan. The ILO Director-General David A. Morse described the central theme of the conference's work — the development and utilization of human resources — as the basic issue in a critical stage in Asia's history. Mr. Morse, said, "We shall attempt to achieve the highest possible level of productive employment in Asia; and thus to create the conditions in which the least fortunate and most poverty-stricken people can enjoy adequate and stable standards of living by being given an opportunity to contribute to their country's development and to derive benefit from it."

Several persons who spoke in the plenary discussion of the Director-General's report drew attention to the manpower situation in Asia as it now exists. References were made to the recommendations arising from the 5th Asian Conference of the ILO, held in 1962 in Melbourne, Australia (L. G. 1963, p. 306). Many speakers referred to the growth of employment problems despite the effects of population control in reducing the birth rate in certain countries. Delegates called for greater allocation of financial and personnel resources and a more equitable share of the resources of the ILO.

A resolution on population policy was submitted to the conference. It reflected the concern of many delegates that the continuing population explosion doomed to futility the effectiveness of the Manpower Plan, even though there has been some reduction in birth rates in Asian countries. The selection committee of the conference recommended that technical committees should be established to consider social security and management development. The delegates discussed also the need for expanded social security

systems in many Asian countries in view of the breakdown of the traditional support that workers previously obtained through close ties with their families and rural communities. They examined an ILO survey, which found that social security systems still have a narrow base in most Asian countries, with a need to increase the number of occupations covered and to provide for new stress on preventive medical services.

The survey also pointed to the need for a gradual shift away from the principle that individual employers should be liable for the health and welfare of their employees. Instead, social security systems based on the idea of pooled risks by a group of employers might be developed. Steps that could be taken to improve management development and personnel relations as a means of ensuring economic expansion and the welfare of workers was also considered at the conference. The shortage of middle managers, specialists and trained clerical staff in many Asian countries was evaluated.

Canada was represented at the conference by Bernard Wilson, Assistant Deputy Minister of the Department of Labour, who was sent as an observer. The Canadian member of the Governing Body delegation to the conference was Joseph Morris, Canadian Labour Congress.

At the fall session of the Governing Body, held in Geneva in November 1968, action by the ILO to help developing countries moderate their population growth was approved in principle. The Governing Body endorsed the concept of the Asian Manpower Plan. The plan will be part of the ILO's efforts to increase employment and training opportunities as part of its World Employment Program, initiated in 1969, the 50th anniversary of the ILO.



# Industrial Safety and Workmen's Compensation Legislation, 1967-68

An important event in the field of federal jurisdiction was the coming into force of the Canada Labour (Safety) Code under which safety regulations for the federal industries may be made.

Legislation on safety was tightened and expanded in several provinces.

Changes based on the recommendations of a Royal Commissioner in British Columbia and in Ontario, and a consolidation and revision of the Nova Scotia Act, were the major occurrences in workmen's compensation legislation. Less extensive amendments were made in Saskatchewan and Prince Edward Island and in the federal Government Employees' Compensation Act.

## Industrial Safety

The Canada Labour (Safety) Code went into force on January 1, 1968, giving legislative authority for the making of safety and health regulations in industries coming under federal jurisdiction. The appointment of the necessary staff for the administration of the Code has been substantially completed. In addition to headquarters personnel comprising senior professional engineers and other safety specialists, regional safety offices, with a professional engineer in charge, have been established to serve all provinces and the northern Territories.

Through the co-operation of the provinces, provincial inspectors will be designated as "safety officers" by the federal Minister of Labour for the purpose of making regular inspections to ensure compliance with the Safety Code and regulations. Regulations governing coal mines operated by the Cape Breton Development Corporation will be issued in the near future. Other regulations with respect to certain highly technical matters are being developed. In the provincial jurisdictions, some improvements were made in existing legislation, and regulations introducing new controls were issued in a number of areas.

Several amendments were made to the Ontario Industrial Safety Act. The definitions of "factory," "shop," "office" and

"office building" were enlarged to include the land appertaining to each. The Act no longer permits preliminary approval of drawings and specifications of factories and certain commercial establishments. Previously, construction could begin after preliminary approval had been given, but the premises could not be occupied until the plans had been certified. The plans now have to be certified by an engineer of the Department of Labour before construction or alterations may be begun. Further, to ensure that approval requirements are incorporated into the building, a copy of the approved drawings and specifications must now be kept on the construction site and produced on demand of the inspector. The requirement for prior payment of the fee for the examination and approval of drawings and specifications has been deleted. Later payment of fee is now acceptable.

As before, laundries operated in connection with hospitals, hotels, motels, and institutions for religious, charitable or educational purposes are considered to be factories for purposes of the Act, except with respect to the provisions requiring departmental approval of plans. Self-service and public laundries are no longer specifically mentioned in this section. These are now covered by the general application of the Act. The Act does not apply to custom laundry work for a regular family trade by a person in her dwelling.

The maximum fine for a contravention of the Act or regulations was raised from \$1,000 to \$5,000. According to the press, the Minister stated that, although the maximum fine of \$1,000 had been imposed only three times in the last three years, he expected the higher maximum would result in a larger average fine and provide a more effective weapon against unsafe conditions.

In Prince Edward Island, the Workmen's Compensation Board, which is the authority with direct responsibility for accident prevention in the province, issued Industrial Safety Regulations applicable to all industries within the scope of the Workmen's Compensation Act.

Issued as a booklet of 60 pages, these regulations are similar to the comprehensive Industrial Safety Code issued under the New Brunswick Industrial Safety Act in 1965, except that they do not contain the special section of the New Brunswick Code applying to the logging industry.

The regulations contain welfare provisions — sanitation and accommodation, ventilation, illumination and first aid — lay down good housekeeping procedures, require employers to provide various types of personal protective equipment and include provisions for the protection of the employee against a number of industrial health hazards — radiation, noise, extreme temperatures, work in compressed air, stone cutting, spray painting, hot riveting, sandblasting, and other occupations in which the work may generate injurious dusts or toxic fumes. They also contain safety rules for a wide range of hazards in the modern occupational environment, such as handling and storage of material, excavation, machine guarding, explosives and the like.

In Nova Scotia, the Consultative Committee on Industrial Safety, appointed by the Minister of Labour under the authority of a 1967 amendment to the Industrial Safety Act, has taken an active part in the past year in the development of new safety regulations. The Committee, which is chaired by R. E. Anderson, Deputy Minister of Labour, consists of two representatives each of management and labour, the president of the Nova Scotia Accident Prevention Association, the executive secretary of the Workmen's Compensation Board, an officer of the National Research Council, the regional safety officer of the Canada Department of Labour, the director of industrial safety of the Nova Scotia Department of Labour, and a secretary.

New Construction Safety Regulations resulting from over a year's work by the Consultative Committee on Industrial Safety, including a public hearing, were approved on February 20, 1968. The regulations set minimum safety standards to be observed in all phases of construction including, among others, working in compressed air, handling and use of explosives, excavation, demolition, first-aid requirements, formwork, material and workmen's hoists, personal protective clothing and equipment, and scaffolding.

A chief inspector for the Construction Safety Act and regulations was appointed during the year. The legislation is administered by the Industrial Safety Division of the Department. The Consultative Committee has been given the further task of considering proposed regulations under the Industrial Safety Act, which was passed in 1965. It has been asked to



to make recommendations as to how the safety and accident prevention work of the Department's Industrial Safety Division, the Accident Prevention Association and the Workmen's Compensation Board may be better co-ordinated.

In Quebec, regulations respecting the handling and use of explosives, made under the Industrial and Commercial Establishments Act, were updated to state new waiting intervals for fuse firing and electric firing on construction sites. A change in the regulations to ensure greater safety to shot-firers on construction sites was made, as a result of a survey undertaken by the Department of Labour in co-operation with the Mines Inspection Service of the Department of Natural Resources, the Manicouagan Safety Branch of Hydro-Québec, and the Canadian Industries Limited Explosives Division.

In Prince Edward Island, the administration of the Steam Boiler Act was transferred from the Public Utilities Commission to the Department of Labour in 1966, and up-to-date and comprehensive Boiler and Pressure Vessel Regulations were issued on December 9, 1967.

As announced in the Speech from the Throne, the Government has initiated a system of boiler inspection. In conjunction with this development, related amendments were made to the Steam Boiler Act. Portable boilers of 25 hp. or less used exclusively for horticultural or agricultural purposes are now covered by the Act. The matters that may be governed by regulations were spelled out in greater detail, and these now include the certification of welders. The Act states that, after an inspection, an inspector may issue an inspection certificate to the owner or manufacturer of the boiler. Under the previous wording, he was required to do so. The fine for failure to pay the fee for the inspection was increased from \$20 to \$100.

A person who is dissatisfied with an inspection or action taken by an inspector may appeal within 30 days to the Minister of Labour and Manpower Resources. The Minister may have another inspection made by one or more inspectors. His decision, taken after receiving the report of the inspectors, is to be final.

In Alberta, the C.S.A. Standard Z98-1968 governing Aerial Passenger Tramways—chair lifts, rope tows and the like—was adopted as regulations under the Elevator and Fixed Conveyances Act, rescinding earlier regulations on the subject (Alta. Reg. 339/62). Regulations under the Act governing periodic inspections and tests of elevators were revised.

Regulations respecting Elevators and Elevating Conveyances under the Saskatchewan Passenger and Freight Elevator Act were revised, effective January 1, 1968. The main changes were in the much expanded and more stringent construction requirements for belt-type man-lifts.

Regulations under the New Brunswick Electrical Installation and Inspection Act were consolidated and revised. The administration of this Act was brought under the Department of Labour in 1966.

A change was made in the Alberta Labour Act with regard to the maximum permissible weight to be carried by one worker, a subject on which a Convention and a Recommendation were adopted by the International Labour Conference in 1967. Previous to the amendment, the Act gave authority to the Board of Industrial Relations to make regulations fixing the maximum permissible weight to be lifted or carried by women in their employment. The provision was changed so as to apply to both sexes.

## Workmen's Compensation

Many changes were made in workmen's compensation legislation in 1968. British Columbia enacted a new Workmen's Compensation Act, implementing many recommendations made by the Tysoe Royal Commission Inquiry, and making further changes based on the study of a 1967 Bill by interested groups. Some of the most significant recommendations of Mr. Justice Tysoe had already been put into effect, including the incorporation of a cost-of-living formula in pensions to dependants of deceased workmen and in permanent disability awards.

The amendments to the Ontario Act were also based on the recommendations of a Royal Commissioner, Mr. Justice G. A. McGillivray of the Ontario Court of Appeal, whose report was submitted to the Government of Ontario on September 15, 1967. These amendments reduce the waiting period to one day and substantially increase benefit levels.

In a new consolidation and revision of the Nova Scotia Act, a number of important changes were made, including a broadening of the definition of "accident," an increase in the ceiling on annual earnings, and a reduction in the waiting period. Provision was made for the fishing, dredging and sealing industries to be brought within the collective liability provisions of the Act.

Less extensive amendments, raising dependants' allowances and the minimum payment for total disability, were made in Saskatchewan and Prince Edward Island.

In Saskatchewan, the ceiling on annual earnings was also raised, and a provision whereby a widow's monthly pension dropped back to \$75 at the age of 70 was deleted.

Two minor changes were made to the federal Government Employees' Compensation Act. One of these extended the coverage of the Act to persons required to take a pre-employment training course by the Government, and to employees on leave without pay in order to take a training course. Provision was also made for payment of compensation, under conditions to be prescribed by regulations, to an employee or his dependants for disability or death caused by a disease attributable to the environmental conditions of the place outside Canada to which he was assigned in the course of duty.

## Coverage

Following a study made by a commission of inquiry, the Nova Scotia Act was amended to bring workmen employed in the fishing, dredging and sealing industries within the general provisions of the Act (Part I), effective January 1, 1970.

For many years, following the exclusion of the fishing industry from Part I in 1928 after a series of marine disasters, fishermen in Nova Scotia have been subject to a system of individual liability and compulsory insurance on the part of the employer, provided for in Part III of the Act. Dredging and sealing were later placed under Part III. Workmen or their dependants receive benefits on the same scale as under Part I, except that medical aid or rehabilitation is not allowed. Further, payment of compensation is subject to a limit of \$200,000 on claims arising out of any one accident.

In relation to the fishing industry, both persons employed on a boat or vessel and paid wages by the employer and persons remunerated by a share in the proceeds of the voyage are to be considered "workmen" for purposes of the Act. Fishing, dredging and sealing crews of from one to four workmen are excluded, because all undertakings with fewer than five employees are exempted from the Act by regulations. An independent commercial fishing operator, who is neither an employer nor a workman, may be granted coverage on application.

In Ontario, persons called out to assist in fighting fires under the Fires Extinguishment Act and the Forest Fires Prevention Act were brought under the protection of the Act, as were volunteer ambulance drivers and attendants in British Columbia. In both cases, compensation is to be based on the average earnings of the persons concerned in their regular employment, subject to the maximum set by the Act.



In British Columbia, the Board was authorized to cover, subject to any conditions it might lay down, employments undertaken in the public interest without remuneration. Persons undergoing vocational training under a federal-provincial agreement may also be covered, on application by the province, and their average earnings may be fixed by agreement between the province and the Board.

### Entitlement to Compensation

An important change in the British Columbia Act, made on the recommendation of the Tysoe Commission, is that the words "by accident" were struck out from the basic formula for determining entitlement to compensation—"personal injury by accident arising out of and in the course of the employment." Mr. Justice Tysoe stated that, in his opinion, "accident" was no longer an essential element of the right to compensation, and that the test should simply be, "was the workman's disability truly work-caused?"

The purpose of the amendment is to make it clear that compensation is payable for any personal injury to a workman that is shown to be work-caused. The expression, "personal injury arising out of and in the course of the employment," giving rise to the right to compensation, thus covers not only disability resulting from an "accident" in the sense of a single sudden and fortuitous event, but also cumulative injury occurring over a period of time.

A change was made in the definition of "accident" in the Nova Scotia Act for the same purpose. As in a number of other provincial Workmen's Compensation Acts, "accident" is now defined to include "disablement arising out of and in the course of employment." The intent of the amendment is to enable the Board to grant compensation for any work-caused disablement, regardless of whether or not there has been an accident, in the sense of a particular incident at a particular time.

### Benefit of Doubt

The section of the British Columbia Act that states that the Board is not bound to follow legal precedent, and that its decision must be given according to the merits and justice of the case was re-enacted to add the further provision that, where there is doubt over any issue and where the disputed possibilities are evenly balanced, the issue must be resolved in accordance with the possibility that is favourable to the workman.

### Disability Benefits

A number of amendments granted broader authority to the British Columbia and Ontario Boards in dealing with claims

for disability benefits. The Ontario Board was authorized to make a permanent disability award in the form of a lump sum for a serious facial disfigurement, notwithstanding the fact that the workman's earning capacity has not been impaired.

The British Columbia Act makes clear that, where a personal injury or disease is superimposed on an already existing disability, compensation is to be allowed for only that portion of the resulting disability that is produced by the injury or disease. The Act now states that the measure of the disability attributable to the personal injury or disease shall, *prima facie*, be the amount of the difference between the workman's disability before and after the occurrence of the personal injury or disease. The Board was empowered to set up a Second Injury Fund for the purpose of paying part of the cost of the claims of workmen suffering enhanced disability by reason of a pre-existing disease, condition or disability.

Authority was given to the British Columbia Board, as in most other provinces, to pay time-loss compensation based on a workman's current earnings for a recurrence of a disability due to an earlier employment injury. Compensation is payable on current earnings and at current rates of benefit, however, only if the disability recurs more than five years after the happening of the original injury.

A similar provision in Ontario, which states that compensation for temporary disability is to be based on whichever is greater, pre-accident earnings or earnings at the time of the recurrence, but which does not lay down any period of time that must have elapsed before the provision becomes applicable, was declared to apply whether the original disability was temporary or permanent. Previously, it was applicable only if the original disability was permanent.

A special provision in British Columbia now allows the Board to accept a claim for compensation arising from exposure to ionizing radiation in employment in the province, notwithstanding that disablement or death do not occur within 12 months from the last employment of the workman incurring such exposure. This is the normal requirement for entitlement to compensation for an industrial disease. A similar exception was made in 1967 for employment in compressed air. The provision covering these two exceptions was made retroactive to January 1, 1965.

Further amendments in these provinces dealt with the problem of the diagnosis of silicosis and the sharing of the costs of claims where there has been exposure to silica dust in more than one province.

"Silicosis" is defined in less restrictive terms in the British Columbia Act as "a fibrotic condition of the lungs caused by the inhalation of silica dust." A requirement that the condition had to be "accompanied by a lessened capacity for work" was removed.

The Ontario Board is authorized to make agreements with the Boards of other provinces to provide for the sharing of the costs of silicosis claims in proportion to the extent of exposure in each province.

### Ceiling on Annual Earnings

The ceiling on the annual earnings of the workman as a basis for compensation and for the purpose of the employer's assessment was increased in three provinces. The increases were from \$5,000 to \$6,000 in Nova Scotia, from \$6,000 to \$7,000 in Ontario and from \$6,000 to \$6,600 in Saskatchewan, (or, in Saskatchewan, in terms of average weekly earnings, not more than \$126.92  $\frac{4}{13}$ ).

### Minimum Payment for Total Disability

In British Columbia, a minimum payment of \$150 a month was established for all permanent total disability pensions. The same minimum was fixed in 1967, but only with regard to persons in receipt of permanent total disability pensions on April 1, 1967.

Higher minimum payments for total disability are also in effect in Saskatchewan, Prince Edward Island and Nova Scotia. The minimum payment in Saskatchewan is now \$36 a week (or average earnings, if less, in case of temporary total disability) instead of \$32.50, and in Prince Edward Island \$25 a week instead of \$20 (or average earnings, if less). In Nova Scotia, the minimum payment for temporary total disability was raised from \$30 to \$35 a week (or average earnings, if less).

### Waiting Period

The waiting period before entitlement to compensation begins has been gradually shortened over the years in all provinces. In Nova Scotia, the waiting period was reduced from four to three days. In Ontario it was reduced from three days to one day, the day upon which the accident occurs.

### Dependants' Pensions and Allowances

Substantial increases were provided in the benefits for dependants in Ontario. The new benefits, with the former payments in brackets, are as follows: maximum burial allowance, \$400 (\$300); initial lump sum to widow, \$500 (\$300); widow's monthly pension, \$125 (\$75); allowance to child under 16, \$50 (\$40); allowance to orphan child under 16, \$60



(\$50). In addition, the amendments provided for a more generous minimum payment to a family (widow and children) in death cases—\$275 a month instead of \$150. For dependants other than widow and children, a maximum of \$150 instead of \$100 may be paid. The increases are applicable to all such pensions, regardless of the date of the accident.

In Saskatchewan, increases of \$5 a month were granted in widows' and children's benefits. A widow will now receive \$115 a month, each child under 16 \$50 a month, and each orphan under 16, \$65 a month. As in Ontario, the increases are retroactive. A further change in Saskatchewan is that a widow's pension will no longer revert to \$75 a month after the age of 70. Compensation for the purpose of assisting a child to continue his education may be paid to the age of 21 instead of 19, as previously, at the discretion of the Board.

In Nova Scotia, the maximum allowance for funeral expenses was increased from \$300 to \$400. Payment of compensation was authorized to the end of the school year in which a child reaches the age of 18, rather than to the child's eighteenth birthday, as formerly.

In Prince Edward Island, the monthly allowance paid to an orphan under 16 was raised from \$30 to \$35.

### Medical Aid

Amendments in several provinces extended or clarified a workman's entitlement to free medical services under the Act. In Ontario, the aid of optometrists was expressly included in the term "medical aid." The right of the workman to choose initially his attending doctor was written into the Act, giving statutory effect to a practice followed by the Board.

The Board was permitted to pay an allowance for the replacement or repair of clothing worn or damaged by the wearing of an artificial limb. The allowance may not exceed \$104 a year in the case of a lower limb prosthesis, and \$52 a year in the case of an upper limb prosthesis. The Act was also amended to state that an employer, in carrying out his obligation to furnish transportation for an injured workman from the scene of the accident to a doctor or hospital or to his home, is required to convey the workman only to a hospital or doctor within the area or within a reasonable distance of the place of injury.

The British Columbia Board was formerly permitted to replace and repair eyeglasses, dentures and hearing aids broken in an employment accident only if the breakage was accompanied by objective signs of personal injury. It is now permitted to do so where there is no personal

injury, if the accident is otherwise corroborated and the Board is satisfied that the workman was not at fault.

In Nova Scotia, the helplessness allowance payable at the discretion of the Board if a workman requires attendance because of permanent total disability was increased from a maximum of \$40 to a maximum of \$60 a month.

### Medical Reviews

In British Columbia, important changes were made with respect to the procedure and powers of a Medical Review Panel, comprising three specialists, which may be set up to review a disputed medical decision of the Board. Workmen or employers have a time limit of 90 days within which to apply for a review of a decision.

No specialist may be a member of a Medical Review Panel who:

- examines workmen on behalf of the employer;
- has treated the workman;
- has acted as a consultant in the treatment of the workman;
- is a partner of, or practises medicine together with, such specialist.

There may not be on the same panel specialists who are partners or who practise medicine together.

The certificate of a Medical Review Panel is conclusive as to the matters certified and is binding on the Board. The panel may now make a separate report and recommendations on any matter arising out of a claim it has reviewed, and the Board is required to forward this report to the doctor who stated that there was a bona fide medical dispute to be resolved. Dependants of a deceased workman who are aggrieved by the decision of the Board concerning the cause of death of the workman may apply to the Board to have a Medical Review Panel inquire into and ascertain the cause of death.

An amendment to the Nova Scotia Act provides that a workman may select an advocate or representative to assist him in presenting his claim to a medical review board appointed to review his case.

### Reporting of Accidents

In Ontario, a larger maximum fine, \$200 instead of \$50, may be imposed for failure to submit accident reports. An employer is required to notify the Board within three days after he learns of the happening of an accident. The words "he learns of" were inserted.

### First Aid and Safety

The British Columbia Board may impose a special rate of assessment on an employer for failure to comply with first-aid service requirements, and, in cases of flagrant violation, may order the closing down of the operations of an employer.

The Board was also empowered both to train and to supervise the training of industrial first-aid attendants and instructors.

As a means of bringing about improvement in the safety record of an employer whose work injury frequency and accident costs are higher than the average for the industry, the Ontario Board was authorized to require the employer to establish a safety committee at the plant level.

### Compensation Consultant

In British Columbia, provision was made for the appointment of a compensation consultant, in addition to the compensation counsellor already provided for in the Act, for the purpose of assisting workmen and dependants with their claims, and appearing before the Board or other tribunal on their behalf.

The compensation consultant is to be independent of the Board and a qualified lawyer. The Act provides that he is to be appointed by the Lieutenant-Governor in Council on the recommendation of the Attorney-General, and that his salary is to be paid from the Consolidated Revenue Fund. The compensation counsellor acts under his direction. Both have access to the complete files and records of the Board relating to an injured workman. A compensation consultant has been appointed to the newly created post.

### Boards of Review

Provision was made in British Columbia for the creation of Boards of Review to hear appeals on claims. The Board is required to constitute one or more Boards of Review, each of which is to consist of senior officers named by the Workmen's Compensation Board and a chairman appointed for a fixed term of office by the Lieutenant-Governor in Council. The salary of the chairman, as fixed by the Lieutenant-Governor in Council, is to be paid from the Accident Fund. A Board of Review will review decisions of Board officers at the request of the workman, the employer or the Chief Claims Officer. The Board may act upon the findings and report of a Board of Review.

### Administrative Changes

Provision was made for the appointment of a Vice-Chairman of the British Columbia Board.

In Nova Scotia, Board members must retire at the age of 70 rather than 75, unless otherwise directed by the Lieutenant-Governor in Council.

This article forms part of the annual report to the Canadian Association of Administrators of Labour Legislation prepared by the Department's Legislation Branch as a background paper for the session dealing with "Recent Legislative and Administrative Developments."



# Wartime Labour Relations Order

A Canada-wide measure to provide for compulsory collective bargaining between employers and employees in war industry, and for the settlement of industrial disputes was passed in an order in council in the House of Commons 25 years ago this month (L. G. 1944, p. 135).

PC 1003, the Wartime Labour Relations Order, was passed on February 17, 1944 under the authority of the War Measures Act. The recommendations for the order were made by the National War Labour Board in its report in August 1943 to the federal Government concerning regulations of labour relations in war industries. The chief recommendations included:

- a labour code providing for compulsory bargaining, with proper safeguards against abuses by either labour or industry to be administered by a National Labour Relations Board;
- submission to the Board, with agencies set up in each province, of all disputes arising during the term of collective agreements, or where no agreement is in effect, to be dealt with by compulsory arbitration;
- labour-management committees in all industry including Crown corporations;
- labour representation on all Government boards having to do with war production; and
- establishment of employers' associations by industries to form industry-labour councils to deal with matters of policy in the field of labour relations in a given industry.

After receiving the recommendations, the federal Government forwarded copies of the report to the provincial Governments. A three-day conference between the federal and provincial Ministers of Labour and their officers was held in November 1943 in Ottawa. At the meeting, the recommendations and further proposals submitted by the federal Department of Labour were discussed. Subse-

quently, a draft of the proposed Labour Relations Regulations was sent out to the provinces, the national trade union organizations and the major employers' organizations with a request for a full expression of their views and suggestions.

The regulations adopted under the order in council established the Wartime Labour Relations Board, which consisted of a chairman, a vice-chairman and eight other members. They were: Hon. Mr. Justice G. B. O'Connor, Supreme Court of Alberta, Chairman, and Hon. Mr. Justice J. N. Francoeur, Court of King's Bench for the Province of Quebec, Vice-Chairman. Employee representatives were: A. R. Mosher, Canadian Congress of Labour; F. Molineux, Brotherhood of Painters, Decorators, and Paperhangers of America; W. L. Best, Brotherhood of Locomotive Firemen and Enginemen; and R. Harmognies, The National Federation of Aluminum Workers. The employer representatives were: H. Taylor, Canadian National Carbon Co., Ltd.; W. H. Browne, The Moore Corporation Ltd.; A. Deschamps, construction contractor, Montreal; and A. J. Hills, Canadian National Railways. In addition, the Board appointed M. M. Maclean, Director of Industrial Relations, Department of Labour, as Chief Executive Officer, and Bernard Wilson, Industrial Relations Officer of the Department, as Secretary.

The regulations applied to employers in industries coming under federal jurisdiction, in war industries and in local industries in provinces where appropriate legislative action brought them under the scope of the regulations.

The order provided for compulsory collective bargaining. It established a procedure for election of bargaining representatives by a majority vote of employees, and for certification of the representatives of the Board. Following this, bargaining could be initiated by either employers or employees. The one party was required to give the other 10

clear days notice requiring that they enter into negotiations with a view to completing a collective agreement in good faith. In the event that agreement could not be reached, conciliation services were provided through a conciliation officer or a conciliation board. Strikes and lockouts were prohibited during negotiation.

The provisions for settlement of disputes was designed in the first instance to place the onus upon the parties themselves for finding settlement of disputes. The collective agreements were required to contain a grievance procedure, and where it was not provided, the Board would establish a procedure. Where no collective agreement was in effect during a dispute, a 60-day delay was imposed to enable the employees to elect bargaining representatives and to initiate collective bargaining proceedings.

Unfair labour practices were defined and prohibited and penalties for violation were provided. Employers could not interfere in union affairs or discriminate against or dismiss employees for union membership and activities. Employee organizations could not coerce employees to join them, and could not recruit members or conduct union business during working time or on the premises of an employer without the employer's consent.

The Industrial Disputes Investigation Act was suspended while the Wartime Labour Relations Order was in force, except for matters pending. Other orders in council relating to matters covered by the new order were revoked or suspended.

PC 1003 remained in effect until September 1, 1948, when it was revoked by the Industrial Relations and Disputes Investigation Act. The decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour were continued under the new Act, and the Wartime Labour Relations Board was superseded by the Canada Labour Relations Board.

# Industrial Training and Apprenticeship Legislation, 1967-68

Apprenticeship was extended to new occupations in several provinces, and in others the holding of a certificate became a requirement for new trades. Wage rates of apprentices were raised in Alberta and Manitoba.

Provision for the introduction of compulsory certification in any designated trade on and after January 1, 1970 was made by the Prince Edward Island Legislature in an amendment to the Apprenticeship and Tradesmen's Qualification Act.

Where a designated trade is declared by the Lieutenant-Governor in Council to be a certified trade, every person who enters that trade must be registered as an apprentice under an approved apprenticeship plan. Without such registration, employment in the trade is forbidden. A person who registers as an apprentice must qualify for a certificate of proficiency or a tradesmen's qualification certificate before engaging in the certified trade.

Certificates will not be made compulsory for persons already engaged in a certified trade. A "grandfather clause" provides that a person who has engaged in a certified trade for any period within five years prior to January 1, 1970, or the

date of declaration of the certified trade, may be issued a permit without examination upon application to the Director of Apprenticeship and Tradesmen's Qualification, and upon showing proof that he was engaged in the trade within that period.

The holder of a permit may continue indefinitely to engage in the trade but, if he abandons the trade for a period longer than one year, his permit will be automatically cancelled and he will not be permitted to practise the trade again until he qualifies for a certificate of proficiency or a tradesmen's qualification certificate. A person holding a permit may, however, qualify for a certificate at any time that examinations for such certificate may be held. Regulations may be made laying down detailed requirements for the carrying out of the system of compulsory certification. In addition, the Lieutenant-Governor in Council is empowered to make regulations requiring the holders of certificates issued under the Act to display their certificates when engaged in designated trades.

The Saskatchewan Apprenticeship and Tradesmen's Qualification Act was amended to permit an apprentice to be indentured to a joint committee appointed by the Minister, or to a person recommended by the Minister, as well as to the employer or the Director, as formerly. The joint committee is to consist of employers or their representatives, and employees or their bargaining agents engaged in the trade. During the year, apprenticeship was extended to new occupations, and, with a view to giving recognition to the qualifications of the skilled workman, and to assuring employer and public of an adequate standard

of tradesman competence, a program of certifying tradesmen was provided for in an increasing number of trades. Compulsory certification is being applied, where feasible, subject to safeguards that allow for the problems of transition.

In Alberta, three new trades were designated — those of an electrical mechanic, an instrument mechanic and a floor-covering mechanic. Regulations were issued for the trade of floor-covering mechanic. In addition, regulations governing the trades of glassworker, baker, cook, power electrician, heavy-duty mechanic and radio technician were replaced, making certain changes in the conditions laid down for apprenticeship training. In three cases, wage rates were increased, and in three others, a change was made in regard to the educational standard required. Grade IX is now required for training as bakers and cooks, and Grade X for radio technicians.

Provision was made for voluntary certification in the trades of baker and power electrician on submission of proof of efficiency and of the required length of experience in the trade. The period is the same as the term of apprenticeship — three years for a baker, and four years for a power electrician. Certificates will be issued without examination if application is made within six months after the effective date of the regulations.

In any new or revised apprenticeship regulations in Alberta, the wages paid to an apprentice may not be less than the minimum wage, which is currently \$1.25 an hour. In addition, the term of apprenticeship is now expressed in periods instead of years, and the minimum number of hours of training for each period of 12 months is specified. In all cases, the minimum requirement for each period is 1,800 hours, including prescribed training, except in the new regulations for floor-covering mechanics and roofers. In these two trades, each period must consist of not less than 1,600 hours.

A new provision in many of the recent regulations enables the Director to authorize an employer to employ additional apprentices if circumstances warrant it, thus making for greater flexibility regarding the fixed ratio of apprentices to journeymen.

In British Columbia, the trades of construction millwright and steam- and pipe-fitting in the lumber manufacturing industry were designated. Special regulations were issued governing these two trades and the trades of machinists and bricklaying, putting into effect a system of voluntary certification. To obtain a certificate of proficiency, a tradesman is required to qualify on examination and to submit proof that he has completed a



specified period of qualifying experience in the trade, as follows: construction millwright in the lumber manufacturing industry, 8,000 hours; steam- and pipe-fitter in the lumber manufacturing industry, 10,000 hours; machinist, 10,000 hours; and bricklaying, 8,000 hours. "Machinist" was defined to include machinist-fitter, toolmaker and die maker.

Certificates are available in more than a dozen trades through examination, and action is being taken to prepare suitable examinations for several other trades. In some, the holding of certificates is required. Since June 5, 1967, certificates of proficiency have been required in all parts of the province in the refrigeration and sheet metal trades. Earlier in 1967, the holding of a certificate of proficiency was made compulsory in four other trades — domestic radio and television servicing, plumbing, sprinkler-fitting, and steamfitting and pipefitting. The requirement to hold a certificate in these trades, however, applies only in specified areas of the province.

The Provincial Apprenticeship Committee holds public hearings for the purpose of considering voluntary or compulsory certification in designated trades. A hearing has been called for the purpose of considering compulsory certification in the trade of automotive mechanical repair throughout the province. At least six provinces — Alberta, Newfoundland (Avalon Peninsula), New Brunswick, Nova Scotia, Ontario and Saskatchewan — require motor vehicle repairmen to hold a certificate of competency. In Quebec, certification is required in some decrees governing the garage industry under the Collective Agreement Decrees Act.

Two new trades were designated in Saskatchewan — the trade of tile setting and the industrial mechanical trade. Regulations were made for these trades providing for certification on a voluntary basis of tradesmen who can satisfy the appropriate examining boards that they have the necessary qualifications and have worked a minimum of 8,000 hours in the trade, including time credits for appropriate trade training.

The qualifying period of work for a certificate of journeymen status in the glassworker trade was increased from 8,000 to 10,000 hours.

In Nova Scotia, the Apprenticeship and Tradesmen's Qualifications Act was declared to apply to the cooking trade when carried on anywhere in the province. The trade of cook has already been designated in Alberta, British Columbia, Manitoba, Newfoundland and Saskatchewan. The trade of chef is a designated trade in Ontario.

Trade regulations have been made for

the trade of heavy duty repair, industrial electrical, lineman, refrigeration and air conditioning, and machinist.

For many years, Nova Scotia has granted certificates of qualification on examination to applicants who had never served an apprenticeship, but who had worked at their respective trades for a specified number of years. In the past three years, a start has been made in the compulsory certification of tradesmen, allowing a two-year period of transition. Regulations requiring compulsory certification in the electrical construction trade became effective on March 1, 1967. Since January 1, 1968 it has been compulsory for a tradesman in the motor vehicle repair trade (mechanical) to hold a certificate of qualification.

In both these trades, provision has been made to safeguard the interests of those who have worked in the trade for a number of years and who are competent in the practical skills, but will likely have difficulty in passing a related theory examination. Persons who were engaged in the electrical construction trade on March 1, 1965, and in the motor vehicle repair trade (mechanical) on January 1, 1966 were issued certificates without examination, if they applied for them within a period of two years. A restricted certificate may be issued to a person who does not qualify fully for a certificate of qualification.

In Manitoba, an amendment to the general regulations placed additional obligations on the employer. He must:

- give notice to the Director before dispensing with the services of an apprentice; and
- recognize the right of senior apprentices to retain their employment over junior apprentices in case of layoff.

Regulations governing the building construction and allied trades and the automobile and heavy-duty equipment repair mechanics trade were also amended. With regard to the former, an amendment states that the ratio of apprentices to journeymen must be observed in the regular establishment of the employer and on jobs engaged in by the employer outside his regular establishment.

Wage rates of apprentices in eight building construction and allied trades were raised. The term of apprenticeship in the electrical construction and sheet metal trades was reduced from five to four years.

Different terms of apprenticeship are now fixed for different sections and subsections of the automobile and heavy-duty equipment repair mechanics trade. These are: mechanical section, 4 years; metal work subsection, 3 years; painting subsection, 3 years; combined metal work

and painting section, 4 years; and heavy-duty section, 5 years. Previously, a five-year term of apprenticeship was set for the trade, with no differentiation.

As with the construction trades, wage rates were increased. For the first time, varying wage rates were set for three branches of the trade — auto body repair, auto mechanical repair and heavy duty repair. The wages specified are "subject to the minimum wages prescribed under the Employment Standards Act" — that is, no wage rate may be less than the minimum wage.

In Newfoundland, the industrial electrical trade was designated and regulations were developed for the trade.

In New Brunswick, the transition period for plumbers, powdermen, barbers, electrical construction, motor vehicle repair (mechanical) and sheet metal has been completed (the last three early in 1968), and these trades are now under the compulsory section of the Tradesmen's Qualifications Act. Heavy equipment repair was brought within the terms of the Act from January 1, 1968.

This article forms part of the annual report to the Canadian Association of Administrators of Labour Legislation prepared by the Department's Legislation Branch as a background paper for the session dealing with "Recent Legislative and Administrative Developments."

## Placement Efforts Helping Older U.S. Workers

U.S. Employment Service offices placed 1,216,000 older workers out of a total of 1,683,800 older job-seekers in 1967. Funds for older worker intensive service units were allocated that year to 27 metropolitan areas to provide special counseling, testing, training and job placement.

As of March 31, 1968, more than 90,000 men and women 45 and over were trained in Manpower Development and Training (MDTA) programs. This total represents 10.8 per cent of all MDTA trainees since 1962. By the end of June 1968, approximately 8,000 job opportunities had been provided by Operation Mainstream, a program concentrating on projects providing work opportunities for older Americans. During the first five months of 1968, an additional 1,352 job opportunities were uncovered.

Labor Department statistics showed that: half of all men unemployed for six months or more are 45 and over; one out of every two vacant jobs is closed to persons over 55; and one out of every four is closed to persons over 45. Statistics showed also that each lowering of the retirement age makes it more difficult for workers five to 10 years below that age to get jobs or to remain in employment.



# Wage Policy: Its Meaning

**W**AGE policy came under the scrutiny of two specialists, one in economics and one in commerce and finance, at the 1968 annual meeting of the Quebec Industrial Advisers Society, in Quebec City. The two principal speakers were Prof. Pierre Harvey, of the School of Higher Commercial Studies, in Montreal, and Father Emile Bouvier, Director of the Department of Economics at the University of Sherbrooke.

Prof. Harvey said that whenever the question of wage policy is discussed, reference is made to three concepts, and an attempt is made to bring to light the relationship between them: the employment level, the price level, and the wage level. Without reviving the discussions on the theory of high wages as a stimulus aimed at increasing demand, the speaker pointed out that the opposite theory can no longer be retained.

He recalled that the studies made by economists during recent years have dealt mostly with the more or less distant consequences of three possible changes in wages and productivity:

1. wages and productivity may increase at the same rate resulting in price stability;
2. productivity may increase faster than wages resulting in reduced prices; and
3. wages may increase more rapidly than productivity, resulting in inflated prices.

The speaker pointed out that it has not yet been possible to state categorically that any one of these hypotheses alone has beneficial effects on the economy. Discussing the advantages of each hypothesis, he said that, as a rule, attempts were made to adjust wage changes to trends in productivity, the objective being a nearly constant level of prices.

Prof. Harvey then reviewed three attempts in the world to develop wage policies. When it introduced wage guidelines, the United States tended to acknowledge a certain form of wage control in order to bring about stability in labour costs in the economy as a whole. As these

guidelines or reference marks do not involve any coercion, the "approximate" standards generally used were bound to give different results, according to the situation prevailing in each industry. The American experiment met with little success, said Prof. Harvey, owing to the fact that requirements exceeded the estimates of experts. He added, however, that he does not reject the usefulness of these reference marks merely for this reason. Rather, the entire philosophy on which wage determination is based must be changed.

Describing the Swedish process, the speaker explained that a coercive wage policy was being applied because, at its inception, the amount of the total wage bill was decided upon, although the intermediate levels of negotiation were handed the responsibility of distributing the wages involved. This method, however, would show its weakness in a "high buoyancy" period and would not prevent the upward drift of wages to a level that would exceed the maximum wage bill established to promote price stability. Here again, observed Prof. Harvey, the objective set is still not completely achieved.

The wage policy of The Netherlands, he continued, is the most elaborate example extant of an attempt to integrate wage changes into an economy. Similar to the system used in Sweden, it is more compelling. For example, the state-management-labour exchanges do not prevent a certain type of labour-management agreement from remaining competitive on the labour market by establishing rates that are higher than the official rates. The wage explosion in process since 1964 in particular is a reaction to the restoration of equilibrium between supply and demand.

Prof. Harvey pointed out that "from all this, one can conclude that it is illusory to aim at the co-existence of a somewhat rigid wage policy with freedom of negotiation, where the conditions of labour supply and demand or the level of the actual requirements are such that this cannot be achieved . . . In spite of all the

unfavourable comments made about it, the guideline policy is probably the most realistic if one takes care to match it with proper publicity and information so that the pressures of management or labour demands may be counterbalanced by the pressure of public opinion."

In the eyes of Sherbrooke University's Prof. Bouvier, the guidelines are another type of planning. Called upon to summarize the views of the speakers who preceded him, Father Bouvier, after pointing out the effects of price, income and wage controls in countries where they have been in force for the past fifteen years, stated that economists had not yet proved that the cost of wage controls was greater than the social benefits brought about by labour-management agreements and even more so, if wage controls are accompanied by a manpower policy, a monetary policy and an anti-inflationary credit policy. Even though the theory of controls seems unacceptable to liberal-minded economists in the present world of the "establishment," he said, it does not appear that it should be ignored because it has not yet been possible to assess its social benefits. In this, Father Bouvier shares Prof. Harvey's opinion.

From the speaker's viewpoint, wage guidelines are road signs aimed at controlling wage increases in proportion to the rate of growth of productivity itself. Here in Canada, however, the successful application of such a guideline policy has been jeopardized by the divergent views of certain economists, employers and union leaders. The latter have compared the role of wage guidelines to that of a steam roller. In their opinion, the cost of such guidelines exceeds the benefits they can be expected to provide, and this may expose society to even greater dangers. The speaker pointed out that the administration of these guidelines raises several questions, especially in a federal country such as ours; he does agree, however, that in order to be successful, this guideline policy must meet three essential requirements.

A first requirement would be a desire by trade union members, employers and governments for the creation of a joint agency that would be called upon to apply a general wage-price policy that would cover farm and industrial prices, grants, social security and taxes. A second requirement for the success of such a policy would be the closest possible co-operation between governments and private enterprise. And, to avoid authority conflicts, a close policy relationship would have to be established on arbitration and wages.

Finally, the holding of public hearings would give citizens an opportunity to

*Continued on page 94*



# Facing the Crisis In Collective Bargaining

*Unions and management are adopting radically different strategies at the bargaining table, say Arthur Thompson, Associate Professor of Economics, School of Commerce and Business Administration, University of Alabama, and Irwin Weinstock, Professor of Management, Virginia Polytechnic Institute.*

THERE'S a new dimension that is overlooked in the crisis in collective bargaining, say Arthur A. Thompson and Irwin Weinstock in a paper titled "Facing the Crisis in Collective Bargaining."\* While unions still focus their energies on seeking such things as higher wages, fringe benefits and job security, management is tending to apply a strategy aimed at satisfying the non-economic as well as economic needs of employees, the paper says. Thompson and Weinstock have concluded that the new management strategy bypasses the role of unions and attempts "to separate the organization's employee relations from its collective bargaining relationship with the union."

Before discussing the present evolution, the paper briefly outlines the X and Y theories of leadership strategy as formulated by Douglas McGregor in his book, *The Human Side of Enterprises* (New York, McGraw-Hill, 1960).

Theory X is the authoritarian view of direction and control that assumes:

- the average employee doesn't like work and will avoid it if he can;
- because of this dislike, the employee must be coerced, controlled, directed and threatened; and
- the average employee wants to avoid responsibility, prefers to be directed, and with his little ambition wants security above all. In this situation, employees are motivated in a positive manner by the prospect "of monetary reward and in a negative manner by the threat of discharge."

\*Arthur A. Thompson and Irwin Weinstock, "Facing the Crisis in Collective Bargaining," *MSU Business Topics*, Summer, 1968. Condensed by permission of the publisher, the Bureau of Business and Economic Research, Division of Research, Graduate School of Business Administration, Michigan State University, East Lansing, Michigan.

Theory Y is the democratic or employee-centred approach that assumes:

- employees don't inherently dislike work;
- external control and the threat of punishment aren't the only ways of realizing objectives;
- commitment to objectives is a function of the rewards associated with their achievement;
- under proper conditions, employees learn to accept and seek responsibility; and
- the capacity to exercise a relatively high degree of imagination, ingenuity and creativity in solving organizational problems is widely distributed among employees. Thompson and Weinstock say that, under Theory Y, the manager's concept of employee motivations is more comprehensive than under Theory X. He sees that an employee, besides seeking economic satisfaction, wants social satisfactions, ego gratification, and the opportunity for self-development. "The Theory Y manager perceives himself as a co-ordinator of his work group rather than the boss."

The Theory Y model, with its emphasis on the behavioral sciences, says the paper, is receiving substantial, though not unqualified support among management theorists and researchers. The paper points out that, under Theory Y, employees develop better attitudes toward their jobs and the organization; there is an increase in productivity and efficiency; there are better employee-management relations; and a more democratic society evolves, with "greater protection of employee interests." According to the paper, experimental studies have shown that there is a positive relationship between productivity and democratic supervisory practices. Employee-centred supervisors seem to head

high-production departments more often than do production-centred supervisors. Because today's standard of living provides reasonably well for the satisfaction of the physiological and security needs of most employees, the paper says, the motivational emphasis must include satisfaction of the higher-level social, ego and developmental needs of employees.

Despite this change in management's point of view, unions and union leaders "continue to ignore the implications of developments in the behavioural sciences for employee-union-management relations." In fact, it seems to the authors that the union approach to collective bargaining implies not only that managers are oriented to Theory X but also that the union accepts the assumptions of Theory X. Perhaps, the paper continues, "money is stressed because both managements and unions assume monetary motivation and can accept this way of interpreting employer behaviour in dealing with each other. Yet such intense preoccupation with satisfying economic desires both forces and encourages workers to seek the satisfaction of their non-economic needs off the job, and to view work and the workplace as more or less evil necessities."

The Theory Y manager, Thompson and Weinstock say, will attempt to give his subordinates opportunities to satisfy their multiple needs on the job, while unions will strive for a contract package containing economic satisfactions that can be enjoyed away from the job. For example, management may face strong union resistance if it emphasizes increased individual responsibility. The Theory X union leader may see this as a threat to worker security, because it involves possible revision of job descriptions. If management tries to install a productivity-oriented reward system, it may be seen by the union as a threat to the uniformity and cohesiveness of the bargaining unit.

Another example cited concerns what happens when management tries to enlarge the scope and diversity of jobs. The union may see this as a "tool for undermining the position of specific skilled groups, perhaps even as a device for reducing the work force." The paper adds that "the divergence of union and management value systems probably will make the very process of achieving contract agreements and industrial peace more disagreeable. And as the two positions become further apart, the terms of agreement may become less satisfactory and less tolerable, thereby raising the costs of agreeing to the other party's terms."

When the X and Y theories conflict at the bargaining table, Thompson and Weinstock say, communication may become less frequent, and managerial efforts to meet the broader needs of employees

*Continued on page 94*

43rd Convention of the CNTU

# Opening of a Second Front

(Translation)

THE Confederation of National Trade Unions, at its 1968 biennial convention in Quebec City, moved to promote a re-organization of its internal structures and a new sharing of decision-making with a view to facilitate greater participation of all members. In defining and assigning greater roles to its trades federations and its central councils, the Confederal Bureau and the CNTU Executive gave new influence and authority to members of the intermediate structures, who, in turn, being closer to the individual, may influence him and gain his more constant and, it is hoped, more efficient participation. On the other hand, the Executive and the Confederal Bureau, being enlarged and supported by a group of experts, may develop more easily the thinking and action of the movement in order to be able to act in the interest of the members and influence the decision centres at the highest level, whether political, economic, social or cultural.

Of all the discussions and decisions, in which more than 1,200 official delegates and some 500 observers took part, special attention was given to the moral report prepared and submitted by the re-elected President of the Confederation. This report, reviewed and accepted by a committee and the CNTU convention, constitutes a sort of guideline governing the attitude of the movement and its members toward any authority whatsoever. This report reflects in a way the philosophical thinking of a portion of

Canadian society and suggests the appropriate means of action of this central labour body.

At the beginning of his report, the President, Marcel Pepin, noted that the condition of the workers since the fall of 1966 was far from having improved; in some cases it was getting worse. A new development affecting other sectors of society is coming to light, however. Those who feel caught in the entanglement of a society that is far too rigorous and legalistic now unite and, by collective means, try to draw the attention of governments and the public to themselves.

The phenomenon of dispute at all levels is growing because the patience of the lower class is exhausted. Furthermore, it appears that the action of unions within enterprises has not been enough over the past two years, because other situations directly affecting our lives develop outside the undertaking and there is a risk that they may be settled without our intervention if we do not take measures to assure ourselves of a prominent place at all levels of decision-making, whether political, economic, social or cultural, Mr. Pepin pointed out.

The CNTU President showed the ever-present necessity of sustained action within the enterprise and recalled the satisfactory results derived from the application of trade union methods, especially since the famous strike in the textile industry in 1937. It was to stimulate trade union action outside the enterprise and in a way predict its success that he wanted

to remind the members of the work accomplished over the past 30 years. His judgment of these past events and experience was favourable, and he saw no reason why the same efforts should not be assured of the same success, if they were initiated outside the enterprise.

It was in the consumer field that Mr. Pepin saw the most frequent possibilities of injustice to individuals, especially those with low incomes. The injustices from which more than half the people of our country suffer, a country considered rich by most nations of the world, are unemployment, slums, inflation, usury in all its forms, capital speculation and finance.

Injustice appears to be penetrating more and more into the lives of people of small means, and the relationship between producer and consumer is at such a low level of trust that redress will be achieved only through pressure exerted by unions and consumer associations.

This will be our second battle front in the years to come, Mr. Pepin said.

The President of the CNTU was of the opinion that unemployment was the first injustice that must be corrected. Cyclical unemployment was part and parcel of our economic system; industrial unemployment was a consequence of automation and technological change; finally, there was unemployment of persons in the prime of life, who have often contributed to the success of the undertaking, and who are dismissed by management which does not even ascertain



whether there is a possibility of retraining them.

Housing at a reasonable cost in keeping with income had become so rare that in many cities in Canada this one item of the budget had become a nightmare. Here the President noted that 12,500 dwellings in Montreal were demolished to be replaced by 300. To him, the difference in these figures was a real scandal and reflected a lack of social consideration for the evicted citizens, who belonged to the poor class in the majority of cases.

Mr. Pepin then went on to criticize the political leaders and the leaders of our Canadian economy for the subtle fencing-in of the citizen's liberty by means of taxes and profits, which proves that the system is organized to protect the "big shots," as he called them.

The President of the CNTU was greatly concerned about the too exclusive control of information media by a few individuals, and the curbing of newspapermen's freedom of thought by the policy of protecting profits and the status quo.

For the President of the CNTU, the socialization of numerous professional services in the world today appears to be the surest way of obtaining community services at a reasonable cost for low-income workers. He showed physicians, lawyers, dentists, and various other professional groups how they could become a little less identified as the privileged people within society and become a little more the servants of the people. Finally, as the last grievance against the present system, Mr. Pepin pointed out the anomaly of non-participation of unions in the accumulation and administration of private pension funds. The trade union leader cannot agree to the use of riches that are the property of trade unions to feed the economic systems in a purely capitalistic way when these funds represent the savings of workers for their future needs.

Mr. Pepin did not fail to point out, however, the sudden and rapid growth of new groups of "protesters." This reaction calls for new action on the part of all trade union members because trade unionism has grown old and is no longer leading the protests as it did 30 years ago. Trade unionism must recapture its first place in the defence of the rights of all workers and especially of those who have the least security, those who are generally included in the unskilled labour force. Even those who avail themselves of the benefits of our social security system must in the mind of the union leaders become the object of concern of the movement.

To help set up a society built for man, the President of the CNTU wants to see the trade union movement relatively independent of the established structures to

enable it, through observation, study and research, to analyze our social and economic ills and suggest the remedies that the trade union movement believes most efficient to cure or at least lessen the ills created by our political, economic, social and cultural systems. Mr. Pepin noted that this task has already begun but in order to attain the objective, a new impetus must be given.

The methodology hoped for by the CNTU President must be based on four considerations: it must be realized that partial action cannot change the whole system; that well-defined and carefully determined objectives are essential to bring about the desired changes; that actions initiated with a view to attain a precise goal constantly aim at a change of the entire system, which remains our ultimate goal; finally, that the success of a permanent and global endeavour of this kind rests on the degree of personal participation of the individual. In the eyes of Mr. Pepin, such is the picture of an active and progressive democracy. We thus arrive at the co-operative formula. Here the President of the CNTU sees the following consequences of joint action by the workers and the people of small means:

1. the development and revitalization of the co-operative system;
2. the creation of a co-operative service;
3. the multiplication of savings funds;
4. the constantly growing development of recruiting in credit unions;
5. the multiplication of consumer co-operatives;
6. more exchanges with the co-operative movement;
7. the organization of collective resistance to the increase in prices;
8. the declaration of price warfare.

Other means of action seriously studied and vigorously applied to the various situations created by the consumer civilization induced the President of the CNTU to make a stirring appeal to the entire working class and poor population to set up the army of the second front while maintaining the first, wherein union members will have to continue their struggle within the undertaking. With the assistance of the trade union movement, the second front must organize the struggle in all the sectors outside the undertaking at the same time and be determined to seek the most efficient and modern means of achieving a more human organization of the milieu in which we live.

Mr. Pepin concluded by stating: "It is up to the working population itself to command attention in history and build the society it wants."

## Collective Bargaining

*Continued from page 92*

will be threatened and disrupted. A second hazard arises, they say, if the unions fail to recognize the non-economic needs of their members, thereby producing a deterioration of the union's bargaining power, and perhaps driving a wedge between employees and unions by drawing the allegiance of employees away from the union and toward the company.

"It is not unreasonable to expect that workers will view the importance of the union and its role as economic benefactor less favourably relative to managerial efforts to satisfy non-economic needs." This, the authors say, will make the organizing of white-collar workers even more difficult. "Management's ability to offer some satisfaction of these needs partially accounts for the close identification that white-collar employees have with the management. It is likely that managements have a greater propensity to apply Theory Y to professional, technical and non-union, salaried clerical employees—while reserving Theory X for the unionized hourly employees—thereby greatly reducing white-collar attraction to unionization."

Tomorrow's union and management leaders, say the authors, will know more about developments in the behavioural sciences and be less prone to accept old assumptions about human behaviour. A convergence of opinion on the nature and needs of employees should result. But if these developments are not recognized, the report concludes, it "could conceivably effect a sizable reduction in union bargaining power and influence within business organizations. Unions and others must begin to take notice of the shift in management thought brought about by behavioural scientists if they are to avoid compounding the crisis in collective bargaining."

## Wage Policy

*Continued from page 91*

gain information concerning any price and wage increase likely to have an inflationary effect on the economy. In spite of the reservations made by several other economists, Prof. Bouvier saw in this last condition for the success of the guideline system a means of assuring price stability and full employment. In a federal state such as ours, he observed, he can foresee success for a wage policy only if there is a greater co-ordination of policies at the decision-making levels of governments. He concluded by emphasizing that the problem here in Canada can be solved only through the decentralization of federal authority in favour of the provinces, because the provinces are closer to their own particular problems.

# Unemployment Insurance Advisory Committee Report — 1968

The unemployment insurance fund showed an "unmistakable deterioration" during the 1967-68 fiscal year. And most of this deterioration took place during the last part of the year, says the actuarial report of the Unemployment Insurance Advisory Committee. The committee said that the balance of the fund stood at \$302 million at March 31, 1968. This total included a \$44 million surplus for the year, but a surplus small in comparison to the \$116 million left at the end of the 1966-67 fiscal year.

The report forecast a surplus at the end of the present fiscal year of about \$80 million, but said that this figure should be looked at with caution. The amendments made in June 1968 to the Unemployment Insurance Act should improve the Fund's financial position by adding more than 500,000 contributors, the report says. The amendment increased the wage ceiling for coverage to \$7,800 a year from \$5,460 (L. G., Aug. 1968, p. 462).

In the fiscal year ending March 31, 1968, ordinary benefit payments amounted to \$316,465,541 and seasonal benefit payments totalled \$72,117,250. Compared to the previous fiscal year, ordinary and seasonal benefit payments increased 26 per cent and 29.2 per cent. During the same period, contribution revenue rose by one per cent to \$417 million.

For the fourth consecutive year, the report says, there was a net increase in yearly revenue over expenditures of the Fund. As well, applications for benefit and the amount of benefit paid increased for the second consecutive year in comparison with the previous year. The number of active claimants on the last day of each month reached a peak of 649,480 in February 1968. This was 107,643 claimants more than the figure for the highest month

in the previous year, which was also February.

Demands on the Fund were heaviest in the past part of the fiscal year, especially during January, February and March. These greater demands on the Fund did not seem possible when, in its last report, the committee forecast a surplus of between \$55 and \$125 million.

One of the serious problems faced by the Fund, the report says, is the average level of unemployment. In the 1966-67 fiscal year, this figure amounted to 3.7 per cent of the labour force, and rose to 4.4 per cent in the next year. This meant a 19-per-cent increase in the average level of unemployment. This higher rate may foreshadow another upward movement in unemployment, the report states. But it goes

on to say that there was some optimism about the economy for the remainder of the 1968-69 fiscal year.

In March 1968, the labour force totalled approximately 7,608,000, the committee reports. This was 119,000 or 1.6 per cent higher than the total for March 1967. Although employment increased by 31,000 over March 1967, the number of unemployed also increased to approximately 488,000, up 88,000 over the year.

The Commission's policy of centralizing and consolidating its operations was continued during the year, the report states. Forty-six additional local offices were closed during the year, and their functions were transferred to other adjacent offices. One new office was opened in Waterloo, Ont.

## *Complete Text of the Unemployment Insurance Advisory Committee Report*

To His Excellency the Governor in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report not later than July 31 each year on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 24, 1968, and received and considered the following reports:

1. from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1968;

2. from the Dominion Bureau of Statis-

tics, a tabulation of 1967 unemployment insurance statistics; and

3. from the Actuarial Branch, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1968 was \$302,652,439. This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1968 . . . . .	\$302,652,000
1967 . . . . .	258,203,000
1966 . . . . .	141,483,000
1965 . . . . .	40,497,000

The Fund again increased this year, as it



has done for the last four years, and at March 31, 1968 had a balance of \$302 million. The increase of \$44 million in the year just ended was relatively small compared with that in the previous year, \$116 million, principally because the contribution revenue remained at about the same level, whereas the benefit payments jumped rather sharply from \$307 million to \$388 million, an increase of 26 per cent.

Although the Fund is adequate for immediate purposes, the Committee is nevertheless glad to note that amendments to the Unemployment Insurance Act that came into force on June 30, 1968 have adjusted the contribution and benefit rates in order, among other things, to bring the revenue and expenditure of the Fund into a more satisfactory balance.

The Committee is also gratified to note that the amendments have carried into effect part of what the Committee urged upon the Government in its report last year—namely, the adjusting of the benefit rates and of the earnings ceiling for coverage purposes in line with the current average wages and salaries in Canada, which has had the effect of re-establishing them at the same relative level at which they were fixed at the time of the last major revision of the program in 1959. From statements made by the Minister of Labour in the House of Commons when these amendments were introduced, however, the Committee understands that, in addition to these adjustments, which were to be made immediately, the Government intends to make more extensive revision to the Unemployment Insurance Act, with a view to improving the effectiveness of the Act and curbing abuses. In this connection, the Committee notes that it is now six years since the recommendations of the special Committee of Inquiry into the Unemployment Insurance Act were put before the Government.

It is the feeling of the Committee that the Government and the Unemployment Insurance Commission could make considerably more extensive use of the experience and knowledge of the membership of the Advisory Committee in the examination of proposed changes in the legislation before they are introduced in Bill form, and in the examination of other problems that come before the Unemployment Insurance Commission. The Committee should not be confined to its statutory duties under Section 89 of the Act, but also be consulted from time to time under Section 91(2).

The number of persons covered by unemployment insurance at June 1, 1967 was estimated by the Dominion Bureau of Statistics at 4.7 million, an increase of 250,000 from the year before. The size of the covered population has not increased

in the last few years in proportion to the growth in the total labour force. The recent amendment which raised the earnings ceiling for coverage purposes from \$5,460 a year to \$7,800 a year, however, will bring in a substantial number of salaried employees, estimated at half a million, who have been excluded hitherto by reason of their earnings.

The comparatively slow growth of the insured population can be attributed to two main reasons: first, the continuously rising average earnings combined with an earnings ceiling for coverage purposes that had remained fixed for the last nine years at \$5,460 tended to remove from the compass of the program many salaried workers whose earnings increased above the ceiling; and second, most occupational groups of paid workers whom the Act at present excludes seem to have increased at a faster rate than the groups subject to unemployment insurance. This was particularly true of government employees, teachers and employees of hospitals and charitable institutions.

The extension of coverage to virtually all paid workers in agriculture from April 1, 1967 was expected to add a substantial group to the covered population, whose claims on the Fund would exceed the contributions paid in respect of them to a significant extent. Provision for taking care of this was accordingly made in the recent adjustments in the overall contribution rates. It has not been possible yet, to assess

the full financial impact of this extension of coverage.

The first reason is that, because of the time lapse before farm workers acquired the necessary qualifying contributions, practically no benefit payments were made to them for the first six months after April 1, 1967. It was not until the January-March 1968 quarter that the volume of benefit payments became significant. Second, a change made in the regulations in August 1967 had a considerable impact on the exemption of casual workers on farms. Third, it appears probable that, during the 1967 farming season, contributions were not paid in respect of all farm employees who were in insurable employment, and this of course affected not only the revenue of the Fund, but also the benefit payments. Accordingly, although the contributions paid during the fiscal year 1967-68 roughly balanced the benefits paid during the same period (about \$2 million in each case), it cannot be concluded that this is a true reflection of the situation that will exist when the program has fully matured. An accurate assessment of the eventual effect on the Fund will have to wait until then.

In reviewing the reports supplied by the Commission on the number of benefit claims received and the action taken regarding these, the Committee felt some concern about the considerable number of claimants who were disqualified for failure to lodge insurance books with the Commission's office at the time of filing a claim

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest:

	1968	1967	1966	1965
(in thousands of dollars)				
Increase in balance from previous year.....	44,449	116,720	100,986	39,622
Contributions from employers and employees....	374,458	343,853	328,319	310,751
Contributions from the Government of Canada	69,491	68,771	65,664	62,150
Amounts collected in penalties.....	188	172	146	121
Interest on investments.....	15,894	10,913	4,671	1,792
Less interest paid on loans.....	—	—	—	163
Total net revenue.....	433,031	423,727	393,800	374,815
Ordinary benefit payments.....	316,465	251,209	238,281	265,660
Seasonal benefit payments.....	72,117	55,798	59,533	69,370
Total benefit payments.....	388,582	307,007	297,814	335,030
Excess of revenue over expenditure.....	44,449	116,720	100,986	39,622
<i>Fishing coverage</i>				
Contributions from employers and employees....	1,284	1,387	1,234	1,293
Contributions from the Government of Canada	266	261	247	259
Benefit payments.....	11,576	10,845	10,240	11,732
Excess of benefit payments over contributions....	10,026	9,197	8,759	10,180
<i>Other statistics</i>				
(numbers)				
Number of initial claims for unemployment insurance received.....	1,389,000	1,213,000	1,190,000	1,311,000
Average number of benefit weeks paid.....	13.2	12.6	12.6	13.0



for benefit. We understand that, in some instances, the disqualification is temporary and is removed before the date for the first payment of benefit if the insurance book has been lodged by that time. The Committee feels a desire, however, for more detailed information regarding the length of time needed to get the first payment of benefit into the claimant's hands, and the reasons for imposing such a substantial number of disqualifications. The Commission has undertaken to supply this information.

With respect to the prospective state of the Fund, the actuary has advised the Committee that, due to the non-existence of statistical experience data applicable to the program in its revised form, it is not possible to make a reliable estimate of the Fund's progress during the fiscal year 1968-69. Nevertheless, calculations performed on a number of broad arbitrary assumptions indicate the possibility of a surplus from operations of [about] \$80 million. This is estimated after taking into account the recent amendments in the contribution and benefit rates, and the earnings ceiling for coverage purposes, and on the assumption that no further amendments will come into force before the end of the current fiscal year, and that the general level of unemployment will be the same as that experienced during the corresponding period of 1967-68.

The Committee again draws attention to the fact that several large groups of employees, such as hospital employees, are not yet covered by the Unemployment Insurance Act. As there appears to be no administrative difficulty involved in applying the Act to this group at least, the Committee recommends that consideration be given to this extension of coverage.

The Committee also repeats the suggestion made in its previous report that the time for submitting its annual statutory report to Your Excellency in Council be extended. The present requirement in Section 89 of the Unemployment Insurance Act that the report be submitted by July 31 allows the Committee insufficient time to give adequate study to the material supplied to it, some of which cannot be made available until July, when final figures for the fiscal year are known. It is respectfully suggested that a provision for extending this time be included when next amendments to the Act are made.

The Committee wishes to express its appreciation to the Unemployment Insurance Commission and its officers, the actuaries of the Department of Insurance, and the officers of the Dominion Bureau of Statistics for the information and explanations they have provided.

Respectfully submitted,  
(Sgd.) T. Urquhart,  
Acting Chairman.

## Insurance Registrations and Other UIC Statistics

On September 30, insurance books or contribution cards had been issued to 4,766,858 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 393,164, a decrease of 1,835 since August 31.

During September, there were 10,381 investigations conducted by enforcement officers across Canada. Of these, 8,117 were spot checks of claims to verify the fulfilment of statutory conditions, and 468 were miscellaneous investigations. The remaining 1,796 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 178 cases, one against employers and 177 against claimants.\* This does not include employer prosecutions commenced by the Revenue Branch.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 546.\*

Revenue received by the Unemployment Insurance Fund in September totalled \$52,618,682.60 compared with \$45,175,439.55 in August and \$37,959,998.56 in September 1967.

Benefits paid in September totalled \$20,760,907.69 compared with \$26,201,971.59 in August and \$15,771,587.82 in September 1967.

The balance in the Fund on September 30 was \$341,490,192.56 compared with \$309,632,417.65 on August 31 and \$322,754,427.07 on September 29, 1967.

On August 31, insurance books or contribution cards had been issued to 4,700,350 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 394,999, an increase of 4,306 since July 31.

During August, there were 9,932 investigations conducted by enforcement officers across Canada. Of these, 8,090 were spot checks of claims to verify the fulfilment of statutory conditions, and 439 were miscellaneous investigations. The remaining 1,403 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 115 cases, all against claimants.\* This does not include employer prosecutions commenced by the Revenue Branch.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 660.\*

\*These do not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in August totalled \$45,175,439.55 compared with \$30,406,144.71 in July and \$45,026,391.03 in August 1967.

Benefits paid in August totalled \$26,201,971.59 compared with \$18,858,223.87 in July and \$16,848,719.57 in August 1967.

The balance in the Fund on August 31 was \$309,632,417.65 compared with \$290,658,949.69 on July 31 and \$300,566,016.33 on August 31, 1967.

NOTE: Insurance registrations for August 1968 were not available for inclusion in our January issue, so the reports for both August and September are appearing in this issue.

## What Price Harmony?

*Continued from Page 77*

to save the jobs of its local members, and they were afraid that the plant would have to close if they asked for more than the company's first wage offer. In the small mills, unfavourable economic conditions such as a depressed pulp market and low prices, inability to follow the industry wage pattern, collective agreements arrived at on the basis of the relative power position of the parties, management's desire to keep the unions at arm's length, and the union's policy of wage parity for the same and similar work, resulted in an "armed truce."

"My study confirms the final conclusions of Harbison and Coleman and Dr. Clark Kerr\* that environmental factors provide only a partial explanation of the type of union management relationship that exists in a company. Favourable environmental conditions may permit industrial peace, but the attitudes of the leaders on both sides are equally important."

Dr. Jain said that his findings also corroborate the argument of Dr. William F. Whyte† that men are not mere "pawns" of their environment, and that even where such environmental factors as economic forces cannot be changed, workers and management can create the relationship they want by changing their interactions.

\*Frederick H. Harbison, Professor of Economics and Director, Industrial Relations, Princeton University, Princeton, N.J. John R. Coleman, Associate Director, Program in Economic Development and Administration, The Ford Foundation, New York, N.Y. Dr. Clark Kerr, formerly President of University of California, Los Angeles, Calif.

†William Foote Whyte, Professor, Industrial and Labour Relations, Department of Organizational Behaviour, Cornell University, Ithaca, N.Y.



# Supplemental Unemployment Benefit Plans

Supplemental unemployment benefit (SUB) plans are designed to provide benefits to workers covered under them supplemental to government unemployment insurance when they are unemployed. At present, about 25 per cent of all workers in the United States covered under major labour contracts are provided with such plans, whereas only about 5 per cent of Canadian workers are so provided.

In a paper presented to the 1st annual Canadian conference of the National Foundation of Health, Welfare and Pension Plans Inc., Samuel Eckler, of Eckler, Brown & Co. Ltd., Consulting Actuaries, Don Mills, Ontario, described the developments in and progress of the SUB plans since their inception in the auto industry in 1955 (L. G. 1956, p. 1244). The SUB plans usually arise from a collective agreement between labour and management, and fit into the inner fringe of negotiated employee benefits, together with pensions and medical care, hospital care, long-term disability, temporary disability and life insurance. Mr. Eckler pointed out that the plans are more common in large than in small employer units and are closely connected with unemployment insurance.

Historically, the SUB plans in the U.S. grew out of the efforts of the steel and auto unions to achieve a guaranteed annual wage. The United Steelworkers of America made a guaranteed annual wage one of the objectives in their 1943 negotiations with the steel industry. Because this was wartime, the proposal was referred to the U.S. National War Labor Board, which initiated an investigation that was eventually published as the "Latimer Report." From this, there occurred the metamorphosis of the guaranteed annual wage into the supplementary unemployment benefit. Mr. Latimer concluded that a guaranteed annual wage would be too expensive for the steel industry at that time, but he suggested that a less expensive plan would be to supplement the benefits paid by the unemployment insurance system. The supplementary benefits would be paid out of a pooled, non-vested fund comprising

employer contributions only. The SUB plan would not only be less expensive than a guaranteed annual wage, but would have the advantage as well of providing maximum protection when it was most needed — at the time of layoff.

In Canada, a few such plans are in effect in the automobile and steel industries, and among the railway workers and the construction trades. A survey of SUB plans was made in Canada in 1959, at which time there were 40 employers with such plans covering about 67,000 workers. It is estimated that there are now 170 employers with SUB plans and that about 250,000 employees are covered.

All SUB plans are financed solely by employers. Contributions are usually expressed as so many cents an hour worked or for each hour paid. A few plans require the employer to pay a percentage of payroll, and others, a flat amount a week. A study in 1964 by the U.S. Department of Labor showed a range of employer contributions from 2 cents to 15 cents an hour worked or paid for, with the usual contribution being 5 cents an hour paid for in the auto industry-type plans, and 9½ cents an hour worked in the steel industry-type plans, comprising a cash contribution of 4½ cents an hour worked and a contingent contribution of 5 cents an hour worked, which was accumulated in the accounts of the employer. Mr. Eckler has no comparable statistics for Canada, but he estimates that the usual contribution in Canada is about 5 cents an hour worked.

Most SUB plans provide that the employer contributions will continue until the fund reaches a maximum level. This level may be expressed as so many dollars for each employee covered, or as a certain number of cents an hour times the total hours worked by the covered group in the preceding year. In Canada, an employee usually becomes entitled to SUB when he demonstrates that he is entitled to an unemployment insurance benefit, and the amount of the supplementary benefit is usually related to the amount of the unemployment insurance benefit. An SUB

plan is valid and appropriate only as a fringe or employee benefit when the government unemployment insurance plan proves inadequate in any industry for any reason whatsoever. The SUB plan provisions deal with subjects such as who is eligible for benefits, how the benefits are determined, how the plan is financed, and how and by whom is it administered.

In many plans, the employee may be eligible for the SUB plan only if he has registered with an employment office and has not refused to accept employment deemed suitable under the unemployment insurance system, and has received a government unemployment insurance benefit. He will not receive SUB if he has been laid off for disciplinary reasons, or because of any strike, slowdown, work stoppage, picketing, or a dispute of any kind involving employees.

All SUB plans pay a weekly benefit to wholly unemployed workers who have satisfied the other required eligibility conditions. But many plans provide an SUB as well to employees who are not fully employed and who may either be drawing government unemployment insurance or not be eligible for it. These are called special weekly or short workweek benefits. Benefits such as separation pay, moving allowance, and the payment of health insurance premiums while unemployed are also included in many plans.

The amount of benefit paid under the steel and auto industry plans and those designed like them is about 65 per cent of pre-tax earnings. This includes government unemployment insurance. Some other plans provide a benefit of 65 per cent of after-tax earnings, including government unemployment insurance. In the construction trade, the amount of benefit is usually a flat amount a week while unemployed. A few plans calculated the amount of benefit exclusive of government unemployment insurance. Additional benefits are frequently provided when there are dependents. Further, there is usually a maximum benefit under the steel- and auto-type plans, which is frequently higher when



he employee is not eligible for government unemployment insurance.

The duration of the regular weekly SUB payments is usually based on the number of credit units the worker accumulated up to the time of layoff, to a maximum of 52 weeks. Under some plans, however, when the fund falls below a certain level, the number of credit units cancelled for each weekly benefit may be increased, thereby shortening the duration of the benefit. Because the number of units cancelled when the value of the fund decreases varies according to the workers' seniority, laid-off workers with long service may be assured protection for a proportionately longer period of time than employees with less service. Usually, SUB plans are administered by the employer. The industry-wide or multi-employer plans are administered by a joint committee representing union and management.

If an SUB plan is not approved by the Unemployment Insurance Commission, the benefits received under it would be regarded as earnings of an employee, and might disqualify him from benefits under unemployment insurance. Therefore, Mr. Eckler points out, an SUB plan should include the following principles in order to be approved by the Unemployment Insurance Commission:

- it must be designed to supplement unemployment insurance benefits;
- it must not be one in which the employee has a vested interest in money set aside for the payment of his benefits; and
- it must co-operate fully with the Unemployment Insurance Commission.

In the panoply of employee benefits, Mr. Eckler concludes, the SUB is a useful adjunct and extension to unemployment insurance. It is particularly appropriate for industries with high wages and excessive risks of technological and seasonal unemployment. Its innovation in the steel and auto industries is therefore not entirely accidental, he comments. A government social insurance system cannot provide an adequate and acceptable benefit structure for every industry and every employee. A dynamic economy will always require supplements on an employer-employee level to the benefits under some social insurance plans.

Mr. Eckler finds it surprising that SUB plans have not grown in popularity in Canada. One reason may be the complexity of such plans, and another, the popularity of pensions and sickness and medical care insurance. He suggests that the gradual government take-over of medical and prepaid medical care insurance and the growing concern about unemployment may evoke a resurgence of interest in SUB plans in Canada.

## Collective Bargaining In the Public Service of Canada

There has not been a single referral to the Arbitration Tribunal established under the Public Service Staff Relations Act (L. G. 1967, p. 291) since the introduction of collective bargaining in the federal Public Service, Hon. C. M. Drury, President of the Treasury Board said recently. "Experience so far suggests that, in a [collective bargaining] unit governed by the option for binding arbitration, the pressures to find a mutually satisfactory settlement are just as strong as they are in one where the conciliation-strike route has been chosen," he said.

Speaking in November to the Joint Conference on Collective Bargaining in the Federal Public Service in Niagara Falls, Ontario, the Treasury Board President observed that the process of bringing in the business of bargaining has not been entirely painless, but in some ways it has been surprisingly so. To date, some 19 collective agreements have been signed, covering approximately 75,000 federal employees. The Treasury Board now faces eight bargaining agents certified to represent about 175,000 employees in 61 different bargaining units. In the hard work of hammering out the first agreements for public service employees, there have been two conciliation boards appointed to help resolve the disputes arising from the bargaining process. "And, of course, there has been one strike — a nation-wide postal strike that caused a good deal of public inconvenience and concern," Mr. Drury told the representatives to the conference.

"Five years ago, many people predicted that we would have much more trouble than we have so far had, if only because the prospects then seemed to be so full of uncertainty. My personal assessment is that the results to date have been encouraging. There is certainly nothing to support the oft-expressed view that effective bargaining is impossible when arbitration lies at the end of the road."

As head of the largest employer in Canada, Mr. Drury said that "the commitment made by the Government in 1963 concerning a genuine system of collective bargaining for federal public servants has been honoured, but not yet completed. "The machinery of collective bargaining will be in place. Certification machinery, negotiating machinery, dispute settlement machinery, machinery for



NFB photo

Hon. C. M. Drury

the administration of agreements and the processing and adjudication of grievances — all the machinery will be there. In this, there will be a certain short-term satisfaction. Long-term satisfaction will depend on the way the machinery is operated, and on the aims and objectives it is made to serve. It is in these areas that our concern for the future should lie."

On the basis of his experience, Mr. Drury is convinced that one of the major benefits of collective bargaining as an institution is to be found in its effects on the quality of management. He pointed out that good operation of the machinery means careful selection for positions of leadership, and careful training for positions of supervision and stewardship. He suspects that neither side has begun to come to grips with the enormous training requirements created by the introduction of the collective bargaining principle.

Concerning aims and objectives, future issues at the bargaining table must focus on some of the problems of morale and productivity that flow from causes unrelated to rates of pay and conditions of employment, Mr. Drury said. "We are jointly concerned about the satisfaction that a man derives from his work, about the factors that produce a productive working environment, about the calibre of the end product, and about the public image of the public service. In the last analysis, collective bargaining will be judged by the type of public service the new system produces."



# Employment Fatalities

Third Quarter, 1968

Three occupational divisions accounted for 60.0 per cent of the total fatalities: craftsmen, production process and related workers, 32.2 per cent; labourers and unskilled workers, 16.1 per cent; and transportation and communication workers, 11.7 per cent. The remaining 40.0 per cent were distributed in the other occupational divisions: miners and quarrymen, 9.4 per cent; loggers, 8.1 per cent; farmers, 5.8 per cent; managerial workers, 3.6 per cent; service and recreation workers, 3.1 per cent; professional occupations workers, 1.8 per cent; sales employees, 1.3 per cent; fishermen, 0.9 per cent; and clerical workers, 0.5 per cent. In 5.4 per cent of the total fatalities, no occupational information was given.

Three accident-type categories accounted for 64.1 per cent of the total number of fatalities. These were: falls and slips, 22.4 per cent; collisions, derailments and wrecks, 22.0 per cent; and struck by different objects, 19.7 per cent. The remaining 35.9 per cent were distributed among other accident-type categories as follows: caught in, on or between different objects, 13.0 per cent; contact with electric current, 7.6 per cent; conflagrations, temperature extremes and explosions, 4.5 per cent; miscellaneous accidents, 4.5 per cent; inhalations, absorptions and industrial diseases, 3.6 per cent; and over-exertion, 2.7 per cent. No fatalities were recorded in the striking against or stepping on objects accident-type category.

The Department has received reports on 223 employment fatalities that occurred in Canada during the third quarter of 1968. During the previous quarter, 212 fatalities were recorded. This is 30 more than the previously published total of 182

(L. G. Nov. 1968, p. 644). In the third quarter of last year, 335 fatalities were recorded — 96 more than the preliminary figure of 239 (L. G., Jan. 1968, p. 31). During the quarter, one multifatality accident brought death to four workmen when their pickup truck was struck by a train at a level crossing near Chatham, Ont.

Three industry divisions accounted for 53.7 per cent of the total number of fatalities.\* Of the total, 52 occurred in construction, 36 in transportation and 32 in manufacturing. The remaining 46.3 per cent were distributed in other industry divisions as follows: mining, 11.2 per cent; forestry, 10.8 per cent; agriculture, 6.3 per cent; service, 5.4 per cent; trade and public administration, 3.6 per cent each; and fishing, 1.8 per cent. There were no fatalities recorded in the finance industry. No information was given for 3.6 per cent of the total fatalities, and these were coded as "not specified."

The 25-44 age group accounted for 40.8 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 24.7 per cent, and the remaining 34.5 per cent were distributed among the other age groups as follows: 20-24 age group, 18.4 per cent; 14-19 age group, 9.4 per cent; and 65 plus age group, 6.7 per cent.

The employment fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of, or arose out of, their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is

possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion are recorded in supplementary lists, however, and statistics are revised accordingly in the next annual review.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 48.0 per cent of the total number of fatalities in mining, 44.2 per cent in construction, and 40.6 per cent in manufacturing. An examination of the concentration of fatalities by occupation shows that craftsmen and production process workers accounted for 62.5 per cent of the fatalities that occurred in manufacturing, and 51.8 per cent of those in construction. Another 38.4 per cent of the fatalities in construction involved labourers and unskilled workers.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 58.3 per cent of the fatalities in forestry were the result of the victim being struck by different objects; 63.9 per cent of the fatalities in transportation were the result of collisions, derailments and wrecks; and 38.4 per cent of fatalities in construction were the result of falls and slips.

During the quarter under review, there were 85 fatalities in July, 78 in August and 60 in September. By province, the largest number of fatalities, 93, occurred in Ontario; in British Columbia there were 39; and in Alberta, 31.

\*See Table H, p. 136

# Qualified Manpower in Ontario: 1961-1986

A study of Ontario's trained labour force has projected up to 1986 the province's manpower needs in response to technological change and social pressures.

**M**ANY occupations are dying out while others are becoming less important in proportion to the total labour force of Ontario. Accountants, auditors, clergymen, optometrists, chiropractors, shoemakers and osteopaths represent occupations of diminishing importance. Meanwhile, new skilled occupations are becoming more important, and the number of professors, actuaries, statisticians, economists, dental hygienists and computer programmers is increasing rapidly.

These are among the findings of a study titled *Qualified Manpower in Ontario, 1961-86 Vol. I: Determination and Projection of Basic Stocks* by Cicely Watson and Joseph Butorac (Ontario Institute for Studies in Education, Toronto, 1968). The study is an attempt to project rather than forecast the requirements for trained manpower. As the report puts it, "The difference is substantial: forecasting implies prediction . . . Projecting is much more modest; it is estimating what may be expected in the normal course of events."

The study found that, the professional and technical occupation as part of the total Ontario labour force, increased from 6.7 per cent in 1941 to 9.7 per cent in 1961, and the projected proportion in 1986 will be 12.5 per cent. "This proportionate gain of about 29.1 per cent is the result of faster growth in the professional and technical occupations than in the labour force as a whole; such adjustment is to be expected in an economy that has passed through a period of tremendous expansion and assumed a position of sustained growth."

The proportion of women in the professional and technical occupations shows a weakening, the report found. This is mainly because of the persistent decline in the proportion of female elementary school teachers and too little growth in the number of nurses.

Between 1941 and 1951, skilled occupations grew rapidly, their proportion of the

labour force rising from 17.3 per cent to 19.9 per cent. But in 1961, this proportion declined to 18.2 per cent. In its projection, the report expects this trend to continue, with a decline to 16.9 per cent of the labour force in 1986, even though there will be an absolute growth of 59.9 per cent during the period. The demand for technical skills will grow, while the demand for hand skills will fall. The report says that some occupations such as shoemakers, telegraph operators, locomotive firemen, flight engineers and navigators are dying out, but that new skilled occupations have been introduced. There will be an expansion of skilled workers in electronics and machine operating, papermaking and printing.

Total qualified manpower in the Ontario labour force grew from 374,268 in 1941 to 699,806 in 1961, increasing its proportion from 23.8 per cent (25.8 per cent with persons in Active Service excluded) in 1941 to 29.2 per cent in 1961. The report projects an absolute growth of about 83 per cent in trained manpower by 1986, the result of an annual growth rate of 2.4 per cent, bringing the proportion in the total labour force to 31.1 per cent by 1986. A slight change is expected in the sex balance, with female workers increasing their share from 16.3 per cent in 1961 to 17.7 per cent of the qualified group, in 1986.

The proportion of the proprietary and managerial occupations is expected to grow from 4.6 per cent in 1961 to 5.3 per cent in 1986, and that of professional and technical occupations from 33.1 per cent to 40.3 per cent, while skilled workers will decline from 62.3 per cent to 54.4 per cent of the total qualified manpower force. Most of the future changes projected for the professional level are attributed to the educational upgrading of elementary school teachers. Without this change, absolute growth in this area during 1971-81, especially for females, would be consider-

ably smaller than the period 1961-71. The total number of professionals is expected to grow to almost 350,000 in 1986 from 120,041 in 1961. That is an annual increase of about 4.5 per cent, bringing the percentage of professionals alone in the labour force to 8.5 per cent in 1986.

The 1961 schooling record of professional and technical occupations in the Ontario labour force shows 76,015 persons with a university degree and 32,621 with some university education. The report says that there will be a growth in university enrolment from 66,000 in 1966 to 253,000 in 1986. The impetus toward technical advancement and higher productivity will increase the need for physical scientists from 5,505 in 1966 to 13,345 in 1986. The number of professional engineers, however, will increase less rapidly as graduates from technical schools replace them in many functions.

Ontario's total labour force is expected to grow at an annual rate of 2.2 per cent, rising to 4,121,200 by 1986. This assumes that employment will be kept at an average of 97 per cent of the labour force, that productivity continues to rise by about 2.5 per cent per year, and that new capital investments continue to rise at an annual rate of at least 15 per cent. If these prerequisites are fulfilled, and the population of the province increases to more than 11 million by 1986, the growth in real terms should be sustained at about 4.7 to 4.8 per cent a year.

This study is the first of three parts, and the project will extend into 1969. A summary will be published for each volume. The institute's study is intended to establish the requirements for qualified or trained manpower that are likely to result from this growth in the province. Volume II will study replacement and expansion demands, and Volume III will deal with educational policy and other measures that should be considered in order to rationalize the supply of and demand for the qualified manpower at different time points in the projection period.



# PRICE INDEXES

## Consumer, November 1968

The consumer price index (1949-100) rose by 0.4 per cent to 157.5 at the beginning of November from 156.8 at the beginning of October. It was 4.3 per cent higher than in November 1967.

The food index increased by 0.4 per cent to 153.0 from 152.4 and was 3.4 per cent higher than the November 1967 level of 148.0. The price of milk advanced by nearly 2 per cent, mainly as a result of substantial increases in most Quebec cities. Bread, breakfast cereals, sugar and butter rose markedly in price; eggs and margarine declined. Higher prices for tomatoes, celery and grapefruit offset lower quotations for lettuce and bananas. Meat prices registered mixed movements—beef steaks, bacon, ham and chicken were lower in price, and beef and pork roasts, turkey and fish were higher.

The housing index rose 0.4 by per cent to 161.0 from 160.3 and was 5.0 per cent higher than the November 1967 level of 153.4. Shelter costs were higher, especially for rents, which increased more in Toronto, Calgary and Halifax. Home-ownership expenses advanced because of higher prices for new houses and repairs. Home furnishings registered marginal declines due to sales on certain items; and household utensils and equipment, including hardware, advanced slightly.

The clothing index increased by 0.5 per cent to 138.8 from 138.1 and was 3.2 per cent above the November 1967 level of 134.5. Men's wear prices rose by 1.2 per cent, mainly because of increases in the price of men's overcoats, but women's wear declined by 0.4 per cent as a result of reduced prices for women's coats and other items of outerwear.

The transportation index increased by 0.7 per cent to 162.7 from 161.6, mainly because of the higher prices for 1969 cars. The index was 3.0 per cent above its November 1967 level of 157.9.

The health and personal care index moved up 0.3 per cent to 201.0 from 200.3, with prices for toiletries and for men's and women's hairdressing in a number of major cities.

The recreation and reading index advanced by 1.5 per cent to 180.1 from 177.4. Higher cinema admissions and higher prices for sports equipment were responsible for the increase.

The tobacco and alcohol index remained unchanged. At its October level of 141.1, it was 9.6 per cent higher than a year ago.

Group indexes a year ago in November were: food 148.0; housing (shelter and

household operation) 153.4; clothing 134.5; transportation 157.9; health and personal care 193.8; recreation and reading 170.5; tobacco and alcohol 128.7.

## City Consumer, Nov. 1968

Between October and November, consumer price indexes advanced in all 10 regional cities and city combinations. The increases ranged from 0.2 per cent in St. John's to 0.7 per cent in Montreal, Ottawa and Winnipeg.

Food prices rose in eight cities and declined in two. Housing, transportation, and recreation and reading indexes registered increases in all regional cities and city combinations. The general increase in transportation indexes was mainly due to the higher prices for 1969 cars. Indexes for clothing and for health and personal care advanced in nine cities and declined in one. The tobacco and alcohol component registered marginal movements with increases in three cities, decreases in three, and no change in four.

Regional consumer price index point changes between October 1968 and November 1968 were as follows: Montreal + 1.1 to 154.4; Ottawa + 1.1 to 156.2; Winnipeg + 1.1 to 153.0; Halifax + 0.9 to 148.3; Saskatoon-Regina + 0.8 to 147.1; Edmonton-Calgary + 0.8 to 148.5; Vancouver + 0.8 to 150.6; Saint John + 0.6 to 151.3; Toronto + 0.5 to 158.4; St. John's + 0.3 to 136.8\*.

## Wholesale, November 1968

The general wholesale index (1935-39 = 100) moved up 0.6 per cent in November to 272.7 from the October index of 271.1, and was 2.8 per cent higher than the November 1967 index of 265.3. Seven of the eight major group indexes were higher and one declined.

The animal products group index moved down 0.3 per cent to 300.7 from 301.6 on lower prices for fishery products, and fresh and cured meats.

The vegetable products group index rose 2.0 per cent to 233.9 from 229.4 in response to price increases for unmanufactured tobacco, sugar and its products, tea, coffee and cocoa, rubber and its products, and livestock and poultry feeds.

An advance of 1.0 per cent to 245.6 from 243.2 in the non-ferrous metals products group index reflected higher prices for silver, lead, and tin. The chemical products group index moved up

\*On the base June 1951 = 100.

0.8 per cent to 214.5 from 212.8 on price, increases for soaps and detergents, and organic chemicals. The wood products group index advanced 0.4 per cent to 376.0 from 374.4 on higher prices for cedar. Increases of 0.2 per cent or less occurred in three major group indexes, textile products to 257.5 from 257.0, iron products to 278.1 from 277.6, and non-metallic minerals to 207.0 from 206.9.

## U.S. Consumer, Oct. 1968

The United States consumer price index (1957-59 = 100) rose 0.6 per cent to 122.9 in October. The results for 1968 to date now indicate that the price rise will be close to 4.5 per cent for the year.

Food prices, especially for eggs, dairy products and some fresh vegetables, increased in October.

The auto price increase recorded for the month was 4.5 per cent. The price of services, headed by rents, rose in October. Medical care, where the rise had moderated recently, moved up sharply again. There was another sizable increase in local property taxes.

## British Retail, Sept. 1968

The British index of retail prices (January 16, 1962 = 100) was 125.8 at September 17, compared with 125.7 at August 20, and 118.8 at September 19, 1967.

The index for foods, prices of which are affected by seasonal variations, declined by about 3 per cent to 113.9 compared with 117.5 in August. Reductions in the prices of some fresh vegetables and fruit were partly offset by a rise in the average price of milk. The index for the food group as a whole fell by 0.5 per cent to 122.6, compared with 123.2 in August.

In the fuel and light group, there were increases in the prices of household coal and coke. The index for this group rose by 0.5 per cent to 133.2, compared with 132.6 in August.

The index for clothing and footwear rose by nearly 0.5 per cent to 114.1, compared with 113.7 in August, as a result of increases in the prices of a number of items in this group.

Mainly as a result of increases in rail passenger fares, the index for the transport and vehicles group as a whole rose by less than 0.5 per cent to 121.0, compared with 120.6 in August.

The services group index as a whole increased by about 1 per cent to 133.7, compared with 132.3 in August, mainly as a result of increases in postal charges.

There was an increase of about 0.5 per cent in the average level of prices of meals bought and consumed outside the home, the index rising to 129.4 from 128.6.

# Women Workers In Britain

Financial consideration and the desire to lead more interesting lives were the two main considerations motivating women in Britain to work. The desire to utilize qualifications or skills was important only amongst the more highly educated.

These conclusions emerged from a two-volume report\*, *A Survey of Women's Employment*, designed to determine the attitudes of women and their conditions of work. The survey which was based on interviews with 10,000 women, took place from July to October 1965, and sought also to determine the factors preventing married women from working outside the home.

More than half (52.6 per cent) of the women between the ages of 16 and 64 were gainfully employed, with the highest rate (75.2 per cent) in the 16 to 19-year group. The rate fell sharply to 37.3 per cent for the 25 to 29-year-olds, and then showed a steady increase for each age group, reaching 63.5 per cent for the 45 to 59-year-olds, followed by a drop to 34.9 per cent for the 60 to 64-year group.

Nearly two-thirds of all working women were married, and close to half of all married women were engaged in some gainful employment, with a little better than one in five working full time. Three-quarters of the working women had domestic responsibilities in addition to their jobs; one-sixth of the full-timers and over half of the part-timers were responsible for the care of children.

Among both married and unmarried women workers, the highly-educated women were more economically active than those with less education, and the husband of a woman with a high level of education tended to be more amenable to the idea of her working. The more highly-educated women, however, were less likely to be married, stemming possibly from the days when it was mandatory to choose between marriage and a career. One out of six married women reported working without her husband's approval.

Most of the jobs were at the lower end of the occupational structure. Although two-thirds of the jobs were classed as non-manual, the majority fell into the "junior non-manual" category, such as clerks, typists and shop assistants. More than half of the manual workers were in semi-skilled or unskilled occupations, and even those classed as "skilled manual workers" included few who could be regarded as skilled in the male apprenticeship sense. One woman in 20 was employed in a managerial capacity, and in many industries the proportion fell to a low of one in 100.

Hourly rates of pay were calculated from data submitted by 3,551 working women. More than half earned less than 5 shillings (63½¢) an hour, and 31.2 per cent under 4 shillings (50½¢) an hour. The largest group of 826 women earned between 3 shillings (37¢) and 4 shillings (50½¢) an hour and accounted for 23.3

per cent of the total. Less than 5 per cent of the total earned more than 9 shillings (\$1.14) an hour. Some 555 women, 15.6 per cent of the total, did not state their earnings.

The principal of equal remuneration is in effect in the civil service, in banks, schools and the nationalized industries. In private industry, women's earnings averaged 60 per cent of men's, partly owing to differential rates as well as longer working hours, more overtime and more skilled work by men. Unlike Canada, there is no legislation pertaining to equal pay, and the principle has only recently been introduced in the civil service.

One in four women worked 36 to 40 hours a week, whereas some 22 per cent exceeded that schedule, working more than 40 hours a week. Some 32 per cent worked fewer than 30 hours a week and 13 per cent of the women did not report their working hours.

There were the smallest proportion of women workers in regions where women, particularly married women, have not traditionally gone out to work. About two-fifths of the women worked in the North of England and in Wales, compared to more than half of the women featured in the general survey.

Caring for children and doing housework were found to be the greatest deterrents to women working outside the home; easy travelling distance from home and pleasant working companions were the factors most frequently mentioned as making a job pleasant for a woman.

\*By Audrey Hunt — A survey carried out on behalf of the Ministry of Labour by the Government Social Survey in 1965, SS 379, March 1968.



# Certification

## *Before the CLRB*

The Canada Labour Relations Board met for two days during November. It granted six applications for certification, rejected two, and ordered one representation vote. During the month, the Board received five applications for certification and allowed the withdrawal of four.

### **Applications for Certification Granted**

1. Canadian Marine Officers' Union on behalf of a unit of marine engineers employed by Carryore, Limited, Montreal, Que. (L. G., Nov. 1968, p. 649).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of stagehands employed by Bushnell TV Co. Limited (CJOH-TV) Ottawa, Ont. (L. G., Dec. 1968, 710).

3. International Association of Machinists and Aerospace Workers on behalf of a unit of flight attendant personnel employed by Nordair Ltd., Dorval, Que. (L. G., Jan., p. 32).

4. Victory Lodge No. 1188, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of restaurant employees employed by Canadian National Railways in its ferry terminal at Argentia, Nfld. (L. G., Jan., p. 33).

5. Federal Union 23736, Canadian Labour Congress on behalf of a unit of employees of Upper Lakes Shipping Ltd., Toronto, Ont., regularly employed in its Grain Elevator Division, Goderich, Ont. (L. G., Jan., p. 33).

6. Amalgamated Meat Cutters and Butcher Workmen of North America, Local P1145, on behalf of a unit of certain plant employees of the Red Deer Seed Co. Ltd., Red Deer, Alta. (L. G., Jan., p. 33).

### **Applications for Certification Rejected**

1. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and

M. & B. Enterprises Ltd., Regina, Sask., respondent (L. G., Nov. 1968, p. 649). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, and Kingcome Navigation Company Limited, Vancouver, B.C., respondent (L. G., Dec. 1968, p. 710). The application was rejected because the Board found the proposed unit of unlicensed personnel employed on the ship *Haida Transporter* to be not separately appropriate for collective bargaining.

### **Representation Vote Ordered**

Brotherhood of Locomotive Firemen and Enginemen, applicant, The Chesapeake and Ohio Railway Company, St. Thomas, Ont., respondent, and Brotherhood of Locomotive Engineers, intervener (L. G., Sept. 1968, p. 543). The Board directed that the names of both the applicant and the intervener should appear on the ballot in the vote of locomotive engineers (Returning Officer: K. Hulse).

### **Applications for Certification Received**

1. International Brotherhood of Electrical Workers, Local 230, on behalf of a unit of employees of Victoria Cablevision Ltd., Victoria, B.C. (Investigating Officer: D. H. Cameron).

2. *Syndicat National des Travailleurs des éleveurs à grain (CSN)* on behalf of a unit of employees of Louis Dreyfus Canada Limited, Port Cartier, Que. (Investigating Officer: G. R. Doucet).

3. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Team-

sters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Veteran Transfer Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

4. International Longshoremen's Association, Local 1931, on behalf of a unit of employees of Albert G. Baker Limited, Quebec, Que., and Eastern Canada Stevedoring Ltd., Quebec, Que. (Investigating Officer: S. T. Payne).

5. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of employees of Foresteel Industries Limited, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

### **Applications for Certification Withdrawn**

1. Canadian Union of Public Employees, applicant, and Transol Inc., Quebec, Que., respondent (L.G., Nov. 1968, p. 649).

2. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Sasko Terminals Ltd., Regina, Sask., respondent (L. G., Jan., p. 33).

3. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Buffalo Express Lines Limited, Regina, Sask., respondent (L. G., Jan., p. 33).

4. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Industrial Carriers Ltd., Regina, Sask., respondent (L. G., Jan., p. 33).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

# Conciliation

## *Before the Minister of Labour*

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Northern Dock and Warehouse Co. Ltd., Kitimat, B.C., and Local 5115, United Steelworkers of America (Conciliation Officer: D. H. Cameron).

2. Canadian Transit Company, Windsor, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

3. Nordair Limited, Montreal International Airport, and Canadian Air Line Pilots' Association (pursuant to Agreement Sec. 19.B.4, concerning rates of compensation to apply to the Boeing 737 aircraft) (Conciliation Officer: C. E. Poirier).

4. General Aviation Services Ltd., Toronto International Airport, and Lodge 1772, International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B. McRae).

5. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: K. Hulse).

6. Denison Mines Limited, Elliot Lake, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: K. Hulse).

7. East West Transport Ltd., Vancouver, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron).

8. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (Conciliation Officer: D. S. Tysoe).

### **Settlements by Conciliation Officers**

1. The North Fraser Harbour Commissioners, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (L. G., Jan., p. 33).

2. Rio Algom Mines Limited (Nordic Mine and Quirke Mine) Elliot Lake, Ont.,

and Local 796, International Union of Operating Engineers (Conciliation Officer: K. Hulse) (L. G., Jan., p. 34).

3. Canadian Arsenals Limited, Toronto Township, Toronto, Ont., and Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (L. G., Dec. 1968, p. 711).

4. Cominco Ltd. (Con and Rycon Operations), Yellowknife, NWT, and United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., Nov. 1968, p. 650).

5. National Harbours Board (administrative staff, Port of Quebec), and the Public Service Alliance of Canada (Conciliation Officer: S. T. Payne) (L. G., Jan., p. 33).

### **Conciliation Boards Fully Constituted**

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (L. G., Jan., p. 34) was fully constituted in November with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other members of the Board, company nominee H. B. Monk, Q.C., and union nominee Nicholas Wichenko, both of Winnipeg.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, United Packinghouse, Food and Allied Workers (L. G., Jan., p. 34) was

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

fully constituted in November with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. B. Monk, Q.C., and union nominee Nicholas Wichenko, both of Winnipeg.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, The American Newspaper Guild (L. G., Jan., p. 34) was fully constituted in November with the appointment of T. C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. W. Healy, Q.C., and union nominee Murray Tate, both of Toronto.

### **Conciliation Board Report Received**

1. TransAir Limited, St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (L.G., Nov. 1968, p. 651)\*.

### **Settlement after Board Procedure**

TransAir Limited, St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (L.G., Nov. 1968, p. 651).

### **Strike Terminated**

Bolduc Explosives Transport Limited, North Bay, Ont., and Locals 938 and 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The strike terminated November 29. Conciliation Officers, H. A. Fisher and T. B. McRae, acted as mediators in the final settlement of this dispute (L. G., Jan., p. 34).

\*Full text appears in Supplement No. 6, 1968.



# Legal Decisions Affecting Labour

The Supreme Court of Canada has ruled valid a decision made in an inter-union process by a vice-chairman of the Quebec Labour Relations Board in the absence of consultation with other members.

The Supreme Court of Canada, by allowing, on April 29, 1968, an appeal from the decision of the Quebec Court of Queen's Bench, upheld a decision of the Quebec Labour Relations Board made in an inter-union process by a vice-chairman alone. The Court held that the fact that the vice-chairman rendered the decision without consultation with other members of the Board was a procedural matter within the discretion of the Board. The Court held also that a rule of fair hearing does not imply that a hearing must always be held. To satisfy this rule, it is only required that the parties be granted an opportunity to present their case.

The Court found, in the case at bar, that this condition had been fulfilled, as none of the interested parties had requested a formal hearing until the day that the decision was handed down; and the employer did not file a reply, although the Board had postponed its decision for several weeks in order to enable him to do so.

## Amalgamation of Companies

The Ingersoll-Rand Company Ltd., with a plant situated on Courcellette Street in Sherbrooke, Quebec, in November 1964 acquired control of Sherbrooke Machineries Limited, whose plant was situated nearby on Randrill Street in Sherbrooke. The two plants were then amalgamated. The employees of Sherbrooke Machineries were placed under the direction of Ingersoll-Rand, thereby becoming its employees and being put on its payroll. The accounting and purchasing offices of the two plants were amalgamated, and products were marketed by Ingersoll-Rand.

At the time of this amalgamation, the employees of Sherbrooke Machineries at the Randrill Street plant were organized and represented by Local 866 of the International Association of Machinists. The Machinists' local, being the certified bargaining agent, had concluded with Sherbrooke Machineries a collective agreement that was in force at the time of the amalgamation and was to continue in force until November 1966. Two days after the amalgamation, Ingersoll-Rand requested the Quebec Labour Relations Board to substitute its name, Ingersoll-Rand Company Ltd., for that of Sherbrooke Machineries Limited, on the certificate recognizing the Machinists' local. The Machinists' local had no objection to this application, provided that its rights under the Quebec Labour Code and the collective agreement were safeguarded. The Labour Relations Board on December 3, 1964 approved the request to substitute the name of the new employer; accordingly, the certificate was altered in conformity with Articles 36 and 37 of the Quebec Labour Code.

## Steelworkers Request Certification

A few days later, on December 7, 1964, Local 6670, United Steelworkers of America, applied to the Board to be certified as representatives of nearly all the wage-earning employees of Ingersoll-Rand at the Courcellette Street plant. The Board gave notice of the application to Ingersoll-Rand, asked the company to prepare a detailed list of wage-earning employees in its employ since December 7, 1964, advised the company that investigators for the Board would shortly present themselves to verify the List, and invited the company to submit appropriate representations within seven days.

Ingersoll-Rand was opposed to the application. In its written brief of January 5, 1965, it argued that, under the law and under the Board's decision of December 3, 1964, all the company's employees, not only those who were working for Sherbrooke Machineries Limited before the amalgamation, were members of the same bargaining unit and covered by the same certificate of recognition held by the Machinists' local; moreover, the company said that the Steelworkers' local did not represent an absolute majority of employees on the date of the application for certification.

The Steelworkers' local responded in writing that the Board's decision of December 3 to alter the certificate held by the Machinists' local had not had the effect of expanding the scope of that certificate, any more than the December 3 decision had affected the scope and juris-

diction of the collective agreement between the Machinists' local and Sherbrooke Machineries Limited or the rights and position of Ingersoll-Rand's employees at the Courcellette Street plant.

## Certification Granted

Having considered the evidence and the results of its own inquiries, the Labour Relations Board made a decision on the Steelworkers' application for certification on March 30, 1965 under the signature of one of its vice-chairmen. In this decision, the Board said that the certificate of recognition issued to the Machinists' local was for employees of Sherbrooke Machineries Limited at the Randrill Street plant. It stated that the Board's December 3, 1964 decision was only intended to change the name of the employer on the Machinists' certificate, not to expand the jurisdiction of the Machinists' local to cover those employed at Ingersoll-Rand's Courcellette Street plant before the amalgamation. The Board said further that it did not have the jurisdiction, on an application to alter a certificate, to enlarge the certified unit; if the Machinists' local wanted to cover, in addition to the employees mentioned in the certificate, the employees at Ingersoll-Rand's Courcellette Street plant, it would have to make an application for certification.

As for the merits of the Steelworkers' application for certification, the Board found that the appropriate unit of employees was that group working at the Courcellette Street plant. Office employees, pattern makers, watchmen and employees at the Randrill Street plant were excepted from the unit. The Steelworkers were certified for the Courcellette Street plant.

## Certification Challenged

Ingersoll-Rand then applied to the Superior Court for a writ of prohibition in order to quash the Board's decision of March 30, 1965 on the grounds of excess of jurisdiction. The company claimed in particular: that the Board violated the rule *audi alteram partem* (to have heard the other side); that the Board had revised or modified illegally its decision of December 3, 1964; and that the Board's decision of March 30, 1965 was *ultra vires*, because it was rendered by one vice-chairman acting alone in a case that could not be considered as an inter-union process.

The Superior Court rejected the company's contention and upheld the Board's decision of March 30, 1965. On appeal (L.G. June 1968, p. 348), the Quebec Court of Queen's Bench invalidated the decision of the Superior Court and granted Ingersoll-Rand's application, in part. The Quebec Labour Relations Board, in turn, appealed the case to the Supreme Court of Canada, and the issues that had been



raised before the Superior Court were then considered.

### Rule Not Violated

The complaint that there had been a violation of the rule *audi alteram partem* was based on the fact that there had been no formal hearing before the Board's decision to certify the Steelworkers' local.

Speaking for the Supreme Court of Canada, Mr. Justice Fauteux, pointed out that the rule *audi alteram partem* did not imply that a hearing must always be given. There is an obligation to furnish the parties with the opportunity to make the most of their arguments, but the particular circumstances of this case did not allow that the Board should necessarily decide that Ingersoll-Rand could not make the most of its arguments without a hearing. Up to the day when the Board made its decision, neither Ingersoll-Rand nor any other interested party had indicated the desire for a formal hearing. It was only in a further brief bearing the same date as that of the Board's March 30 decision—six weeks after the expiry of an additional period of delay given by the Board in order that this further brief might be prepared—that Ingersoll-Rand expressed this desire. Mr. Justice Fauteux concluded:

Obviously, this request for a hearing was not made in good time. The despatch that the Board must—in the interest of industrial peace, of the employers, the employees and the public—bring to the solution of disputes submitted to it, must not be crippled by the failure or the negligence of the parties. Finding itself sufficiently informed by the written representations, the evidence produced, and its own inquiries, the Board could reasonably decide in the circumstances that, by reason, on the one hand, of its duty to dispose with despatch of cases put before it, and by reason, on the other hand, of the inaction of the respondent company [Ingersoll-Rand], it was able, and ought without further delay, to make its decision. [Translation]

This claim of Ingersoll-Rand was therefore rejected.

### Board Acted within Jurisdiction

Ingersoll-Rand, secondly, submitted that when the Quebec Labour Relations Board decided on December 3, 1964 to alter the certificate of the Machinists' local for the Randrill Street plant by substituting the name of the new employer, the jurisdiction of the Machinists' local was thereby expanded to include all the employees at the Courcellette Street plant, too. From this interpretation it would follow that, by its decision of March 30, 1965 to certify the Steelwork-

ers' local as bargaining agent for the Courcellette Street plant, the Board had revised and reversed its decision of December 3, 1964. This, it was submitted, could not be legally done without allowing the parties to be heard, and giving them notice of the Board's intention, as is required by Art. 118 of the Quebec Labour Code.

Mr. Justice Fauteux noted that Art. 118 provides for the case where the Board is called upon to revise or revoke, for cause, a decision or order rendered or a certificate issued by it. He said that this was not so in this case. What the Board had to decide was the merit of the Steelworkers' application to be certified for the employees at the Courcellette Street plant. Ingersoll-Rand's challenge to this application was partly based on an interpretation that it had attributed to the December 3, 1964 decision; yet both the Board and the Superior Court had lawfully rejected this interpretation as being ill-founded. Even if the Board's interpretation of its own decision of December 3, 1964 was erroneous, such an error could not provide an opening for recourse by way of prohibition, if only by reason of the fact that the Board has the jurisdiction to consider and decide this particular question, and that the jurisdiction that one possesses is not lost because, in its exercise, it is possible, in good faith, to commit an error.

This claim of Ingersoll-Rand was rejected, too.

### Inter-Union Process

Ingersoll-Rand's third claim was set down in paragraph 33 of its application for a writ of prohibition:

Moreover, the [Board's] decision made on March 30, 1965 . . . is illegal, null and *ultra vires* because it was rendered by one vice-chairman of the (Board) acting alone and, consequently, without jurisdiction, *seeing as one such vice-chairman, under the law, has this power only in the case of an inter-union process which was by no means the case [here]*. [Translation]

It appeared to Mr. Justice Fauteux that the italicized words in the latter part of the paragraph formed the reasoning on which the third claim was based. Whether the claim was well-founded or not depended on whether the matter before the Board was or was not an inter-union process. Inter-union process is defined in Art. 108 of the Quebec Labour Code as "a case in which associations of employees are opposed to one another." Under the second paragraph of Art. 107, the members of the Board who represent the employers and employees do not vote if there is a question of inter-union process. In such cases, the dispute is decided by the one who is presiding at the sitting of the Board, being

the chairman himself or, as in this case, one of the vice-chairmen of the Board. Taking account of the dispute, the evidence, and its own inquiries, the Board evidently considered that it had an inter-union process before it. The Superior Court judge of this case had come to the same conclusion:

The entire question consists of knowing whether the Association of Machinists already possessed certification on behalf of Canadian Ingersoll's employees or whether the United Steelworkers had the right to apply for such certification. Is there in this dispute any other matter than an inter-union process? Evidently not. Especially if the English text of Art. 108 is taken into account, it is established that the veracity of this denial is not put in doubt, because there certainly was "a case in which associations of employees were opposed to one another." In the circumstances, paragraph 2 of Art. 107 must be applied. [Translation]

Mr. Justice Fauteux did not know how to reach any other conclusion than this. The fact that Ingersoll-Rand, with the knowledge of the Machinists' local, had taken the initiative in contesting the Steelworkers' application for certification, and had to this end invoked the rights that the Machinists' local might possess—at least by priority, if not exclusively—was most certainly not a valid criterion for determining the nature of the dispute before the Board. As the employer, Ingersoll-Rand undoubtedly had an interest in the decision that the Board might take, but this did not determine the nature of the dispute. The nature of the dispute had to be understood in the context of the basic question before the Board for decision: Which of the two unions—one acting directly, the other acting through Ingersoll-Rand—had the right, after the amalgamation, to be certified for all the employees of Ingersoll-Rand at the plants in Sherbrooke. "Obviously," Mr. Justice Fauteux said, "only inter-union process was involved in the case."

The Supreme Court of Canada rejected the third claim made by Ingersoll-Rand before the Quebec Superior Court.

### Queen's Bench Decision

Having dealt with the claims made before the Quebec Superior Court, the Supreme Court of Canada went on to consider the grounds on which Ingersoll-Rand's appeal to the Court of Queen's Bench had succeeded.

In that appeal it was recognized that, if the nature of the matter before the Board when the Steelworkers applied for certification was an inter-union process, the vice-chairman could, as was done in this case, decide the matter alone. A



distinction was however made, between the sittings of the Board and the decisions of the Board. The Court of Queen's Bench held that the vice-chairman could not lawfully proceed alone with the sittings required for a knowledge of the argument and the deliberations. Taking account of the fact that the Board's decision made no mention of a sitting with other members of the Board, and finding the Board's dossier on the Steelworkers' application sufficient to prove that the vice-chairman alone had considered the dispute, the Court of Queen's Bench concluded that the decision on March 30, 1965 reached by a vice-chairman, without allowing at least two other members of the Board to register their opinion in a consultative capacity, was illegal, null and of no effect.

Speaking for the Supreme Court of Canada, Mr. Justice Fauteux said that the findings of the Court of Queen's Bench were supported by the fact that there was no mention in the March 30, 1965 decision of a sitting with other Board members, and by the testimony of the Board's general secretary that there were no minutes of a hearing, that it was not known whether there had been deliberations, and that the Board members sometimes deliberate without a hearing and sometimes deliberate without the staff of the Board (such as the general secretary) being present. He found it impossible to allow facts that were established from the Board's dossier to be the basis for quashing the judgment of the Superior Court upholding the Board's decision. He continued:

The vice-chairman of the Board had jurisdiction to decide the question placed before the Board. One cannot presume that, in exercising this jurisdiction, he abstained from doing what the law obliged him to do. He is presumed to be in conformity with the law. The maxim *Omnia praesumuntur rite esse acta* [All acts are presumed to have been done rightly] applies. The intent of the legislator to make the Board master of its procedure, as the provisions of Art. 115 of the Labour Code indicate, surely does not imply that [the Board] must, in matters of procedure, conform entirely with the prescribed practice or follow [in matters of procedure] the practice for actions taken before the common law courts. [Translation]

#### Decision of the Supreme Court

The Supreme Court of Canada allowed the appeal from the judgment of the Court of Queen's Bench and re-established the judgment of the Quebec Superior Court. *LRB (Que.) v. Canadian Ingersoll-Rand Company Ltd. et al.*, 68 CLC, para. 14, 128.

## Recent Regulations Under Provincial Legislation

Ontario has issued a new general regulation and nine special regulations under the Employment Standards Act, 1968. Both the Act and the regulations became effective January 1, 1969. The regulations were published in the Ontario Gazette of November 2.

Quebec has revised the Order in Council establishing regulations on labour standards to be observed in Quebec Government construction contracts and subcontracts. The Regulations provide for the making of labour standards schedules and for their enforcement.

The Employment Standards Act, Ontario's new labour code, combines in one Act standards of hours of work, overtime pay, minimum wages, equal pay for equal work, and vacations with pay, together with requirements regarding homework and pay statements, a wage collection procedure, and provisions governing administration and enforcement.

The main changes that the Act puts into effect for Ontario workers are:

1. time and one half the regular rate must be paid for overtime beyond 48 hours in a week;
2. time and one half the regular rate must be paid for work performed on seven specified holidays;
3. provisions requiring equal pay for men and women performing the same work are to be enforced by departmental inspectors;
4. the Department of Labour is empowered to collect unpaid wages, overtime pay and vacation pay for employees, up to a maximum of \$1,000 per claim.

The general regulation (O. Reg. 366/68) establishes a minimum wage of \$1.30 an hour, the highest general minimum in Canada. It also lists the classes of employees excluded from the hours of work and overtime provisions of the Act, as well as groups excluded from the Act as a whole, and reissues the rules concerning vacation stamp books for the construction industry. The nine special regulations permit exemptions from the overtime pay requirements for certain industries because of the nature of these undertakings. In six of these industries, time and one half the regular rate must be paid after standard weekly hours of 50, 55 or 60 as the case may be.

#### Exclusions from Act

The general regulation lists a number of categories of persons to whom the Act — except for its equal pay, wage pro-

tection and enforcement provisions — does not apply, with the result that these categories have no minimum wage, overtime pay or annual vacation protection, and are not subject to any regulation of working hours. These classes are: persons engaged in commercial fishing and farming; domestic servants; commission salesmen; secondary school students performing work without pay for not more than 20 school days in the school year under a work experience program approved by the Department of Education; and professional employees and students of professions — architects, chiropodists, dentists, lawyers, doctors, optometrists, pharmacists, engineers, psychologists, public accountants, surveyors, veterinarians, drugless practitioners, embalmers, funeral directors and teachers. Most of these categories were excluded under some or all of the previous minimum wage, hours of work and vacation with pay Acts and regulations.

#### Coverage of Certain Occupations

Although the Act does not apply to general farming, minimum wage and vacation with pay protection has been extended to persons in certain farming or related occupations. These are persons engaged in: the boarding or breeding of animals; raising of fur-bearing animals; veterinary services; livestock registration; egg grading; flax processing; greenhouse and nursery operations; landscape gardening; mushroom growing; the growing of flowers for the retail or wholesale trade; silviculture, tree trimming and surgery; the growing, transporting and laying of sod; and the commercial dusting or spraying of hedges, lawns and trees, except orchards. Persons engaged in any of these occupations, however, are exempted from the hours of work and overtime pay provisions of the Act.

As previously, minimum wage pro-



visions do not apply to employees of small telephone companies serving fewer than 300 subscribers; to students employed in a recreational program operated by a school board, municipality, municipal agency or charitable organization, in a camp for children or as a supervisor or counsellor of children under 18; or to superintendents, janitors or caretakers of residential buildings who live in the building. Registered apprentices are also excluded.

The general minimum wage has been increased from \$1 an hour to \$1.30, and learners' rates payable during the first four months of employment have been increased from 90 cents an hour to \$1.20. Lower rates no longer apply to seasonal workers in the fruit and vegetable processing industry. Rates for a person under 18 employed as a messenger, delivery boy, news vendor, pin setter, shoe shine boy, golf caddie, in a golf pro shop, in a municipal public library, or in an amusement or refreshment booth at a fair or exhibition held by an agricultural association or society were increased from 60 cents an hour to 90 cents.

Rates for students working not more than 28 hours a week, or employed from May 15 to September 15, or during Easter or Christmas vacations have been increased from 80 cents an hour to \$1. A student employed from May 15 to September 15 for more than 28 hours a week must be paid 90 cents an hour instead of 70 cents during the first month of employment. Ambulance drivers and drivers' helpers must be paid at least \$62.40 a week, or \$1.30 an hour if they work less than 48 hours a week. Taxi drivers are to receive either \$1.15 an hour from January 1 and \$1.30 from October 1, 1969, or 35 per cent of the proceeds, whichever is greater. The previous minimum rate for taxi drivers was 75 cents an hour. Their wages are to be calculated and paid weekly.

The minimum wage in the construction industry was raised from \$1.25 an hour to \$1.55.

Persons in the hotel and restaurant industry are to receive \$1.15 an hour as of January 1, and \$1.30 as of October 1. The previous rate was \$1 an hour. Learners may be paid \$1 an hour as of January 1, and \$1.15 as of October 1, for their first month of employment, instead of 90 cents an hour as formerly. The hotel and restaurant industry embraces all establishments that furnish accommodation, lodging, meals or beverages and includes hotels, motels, motor hotels, tourist homes, camps, cabins, cottages and inns, catering establishments, and all other businesses of a similar nature.

The maximum deduction that may be made from the minimum wage for room and meals is \$17 a week, instead of \$15.

The maximum deduction for room is \$5 a week, and for meals, 60 cents each instead of 50 cents, up to a total of \$12 a week. No deductions may be made unless the room is actually occupied or the meals eaten. No deductions may be made for the purchase, use, laundering or cleaning of uniforms and similar apparel.

No more than one fifth of the total number of employees of an employer may be learners. Where the total is less than five, only one employee may be a learner. Students employed from May 15 to September 15 who work more than 28 hours a week are not classed as learners. As previously, the following persons may not be paid as learners: a holder of a certificate of qualification under the Apprenticeship and Tradesmen's Qualification Act, 1964, or any predecessor of this Act; an office worker who has a secondary school graduation diploma from a commercial course or who has completed a business and office practice course at an approved trade school; a person employed less than 28 hours a week; and a homemaker.

An employee is deemed to be working while required to remain at the place of employment. Where an employee is required to report to work and works less than three hours in a day, he is to be paid for at least three hours. Students are exempted from the call-in pay requirement.

#### Hours of Work and Overtime Pay

As under the earlier Act, maximum working hours of eight in a day and 48 in a week are established, with provision for overtime permits. Subject to the exceptions set out in the regulations, time and one-half the regular rate must be paid for work done, under permit, beyond 48 hours in a week.

The limitations on hours do not apply to managerial and supervisory personnel and these employees are not entitled to overtime pay, including premium pay for time worked on a holiday. Also exempted from any limits on hours and from the requirement to be paid overtime, including premium pay for work done on a holiday, are: employees of small telephone companies serving fewer than 300 subscribers; hunting and fishing guides; persons performing homework; and superintendents, janitors or caretakers of residential buildings who reside in the building.

The entire construction industry is exempted from hours regulation. Two sectors of the industry — sewer and watermain construction and road building — are subject to special overtime exemption orders (see below). In other sectors of the industry, time and one half the regular rate is payable after 48 hours. As before, municipal firemen and policemen are excluded from hours of work provisions, but are entitled to over-

time pay after 48 hours in a week. Taxi drivers and ambulance drivers, previously excluded from hours of work limits, have been given special overtime exemptions, as noted below.

The overtime provisions, including the provision for premium pay for work on a holiday, do not apply to a student employed as a supervisor or counsellor of children under 18, at a camp for children, or in a recreational program operated by a school board, municipality, municipal agency or a charitable organization.

Averaging of hours for computation of overtime is permitted. The sections of the Act limiting hours of work to eight in a day and 48 in a week, and requiring overtime pay after 48 hours in a week, do not apply to employees whose hours are being averaged over an extended period under a plan approved by the Director of Employment Standards, and who are being paid at the overtime rate for hours worked in excess of an average of 48 as determined under the averaging plan.

There are two situations in which employees are not entitled to the overtime rate for holiday work. Overtime pay for work on the seven specified holidays does not have to be paid to an employee who has not earned wages for at least 12 of the 30 calendar days preceding the holiday, or to an employee who, in the opinion of the Director, is guaranteed more favourable benefits in respect of work performed on a holiday under an agreement or arrangement with his employer.

#### Special Overtime Exemptions

The nine special regulations dealt with: the taxi and ambulance service industries; three other transportation industries — highway transport, interurban and municipal transport and the local cartage industry; road building and sewer and watermain construction; and two industries in which seasonal help is employed — the hotel, motel, tourist resort, restaurant and tavern industry, and fruit and vegetable processing. In all these except the taxi and ambulance service industries, extended hours up to a specified weekly maximum are permitted before the overtime rate applies.

The taxi industry (O. Reg. 373/68) and ambulance drivers and drivers' helpers (O. Reg. 371/68) are now completely excluded from the overtime pay provisions, including overtime pay for work done on a holiday. In addition, where ambulance drivers and drivers' helpers work at least 48 hours a week and are being paid not less than \$62.40 a week, records of hours worked do not have to be kept.

In the highway transport industry (O. Reg. 372/68), overtime pay of one and one half times the regular rate must be paid after 60 hours in a week. A similar requirement regarding overtime pay for



highway truck drivers was established by regulations made under the Canada Labour (Standards) Code. In computing total hours for overtime purposes, only hours during which the employee is directly responsible for the vehicle are to be included, but not stand-by and other non-driving hours.

In the inter-urban and municipal transportation industry (O. Reg. 369/68), bus drivers and operators of other vehicles in regular inter-urban or municipal transportation, including charter services but excluding school buses, must be paid overtime after 48 hours. In computing the total hours worked for overtime purposes, however, only those hours during which an employee is directly responsible for equipment and material, including time spent driving or operating the vehicle and loading and unloading passengers are to be included, but not time spent on stand-by or other non-operating hours. In the local cartage industry — local carriage of goods for hire by truck (O. Reg. 375/68), drivers and drivers' helpers must be paid overtime after 55 hours in a week.

The road building industry (O. Reg. 370/68) is divided into two categories. Class A employees, who work in the construction of roads, streets, highways and parking lots, must be paid overtime after 55 hours in a week. Where the total hours worked exceed 55 in a week, the excess is to be added to the hours worked the previous week, if these did not exceed 55. In effect, overtime is to be paid for hours worked in excess of 110 in the two-week period. Class B employees, who work on the construction of bridges, tunnels or retaining walls, including foundations, equipment, appurtenances and all other work incidental to these, are to be paid overtime after 50 hours in a week. Overtime is to be averaged over two weeks and 100 hours, as for Class A employees. In the sewer and watermain construction industry (O. Reg. 368/68), overtime is to be paid after 50 hours in a week.

In the hotel, motel, tourist resort, restaurant and tavern industry (O. Reg. 367/68), seasonal employees who do not work more than 16 weeks in a year, and who are provided with room and board, must be paid time and one half their regular rate after 55 hours in a week. These employees are not entitled to overtime pay for work done on any of the specified holidays. In the fruit and vegetable processing industry (O. Reg. 374/68) seasonal employees who do not work more than 16 weeks in a year are permitted to work up to 60 hours in a week, after which the overtime rate must be paid.

#### Vacations with Pay

The regulation provides that pay in lieu of a vacation payable on termination of

employment is to be paid on termination of employment or on the employer's next regular pay day.

Provisions for vacation stamp books for construction workers were reissued without charge. The regulation states that the employer may affix stamps equivalent in value to 2 or 4 per cent of the worker's earnings, as the case may be, or may pay the employee his vacation pay in cash. Stamps are exchanged for their cash value at a savings bank after June 30 in each year. The Department of Labour has announced that the stamp book system will be phased out between January 1, 1970, and June 30, 1970. After June 30, 1970, stamp books may be redeemed at the office of the Director of Employment Standards.

### QUEBEC

The regulations on labour standards apply to any contractor or subcontractor who carries out, on behalf of a government department or a commission or corporation under the control of a government department, any type of construction or engineering project, including the construction of bridges, dams, tunnels and viaducts, as well as road work and drainage operations. "Construction" includes repairs and demolition.

The previous regulations, which dated from 1929 and were revised in 1932 and 1944, made no reference to the Collective Agreement Decrees Act and the Minimum Wage Act. The Fair Wages Schedule made under this Order in Council in 1967 will remain in effect. The current schedule covers all building construction work carried out under contract on behalf of the Quebec Government, unless a decree under the Collective Agreement Decrees Act and covering the building trades is in force. In such an instance, the decree is applicable just as if it formed part of the schedule.

The Minister of Labour is to establish labour standards schedules from time to time. He is to take into account the construction industry decrees in force in the various regions of the province, and he may order that the standards laid down in the decrees be considered as a part of the schedule. Where there are no decrees, or where certain trades are not covered, the Minister may establish standards after holding an inquiry and after taking into account the economic regions of the province.

The Minister may also establish rates for owner-drivers of trucks. Drivers of trucks belonging to someone else are to be paid at the rate established for truck drivers. A schedule lists wage rates, the

method of remuneration, hours of work, overtime, vacation with pay and general holidays.

The Fair Wages Officer and his staff, who are responsible for the enforcement of the Fair Wages Schedule, were transferred from the Department of Labour to the Minimum Wage Commission. The Commission is now responsible for making certain that labour standards are observed, and its inspectors will be used for this purpose. Additional enforcement will come from the parity committees that administer the decrees. These must certify to the Commission that the contractor or subcontractor has complied with the provisions of the decree.

Final payment or reimbursement of deposited guarantees may not be made until the Commission has issued a certificate stating that labour standards have been observed. Where a contractor has failed to pay the wages listed in the schedule, the contracting department must, on the Commission's recommendation, pay the amount owing, and deduct the amount from any sum owing to the contractor.

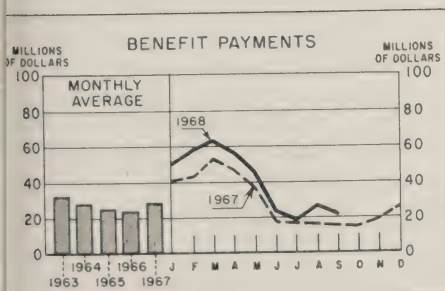
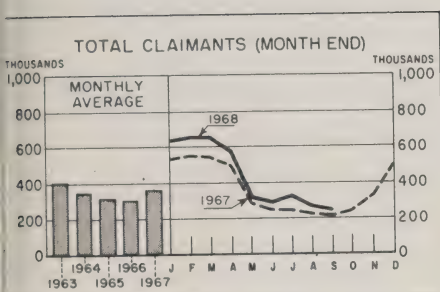
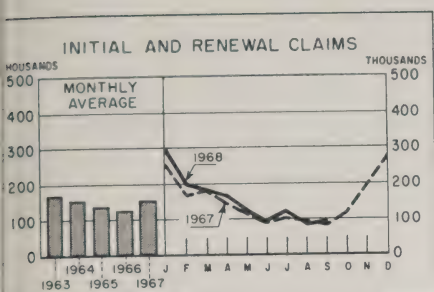
Other provisions of the Order in Council make the contractor and his subcontractors jointly responsible for paying the wages established by the schedule. Stipulating wages lower than those established in the schedule is forbidden. In order to ensure compliance, the Minimum Wage Commission requires that the contractor submit to it a formal statement certifying that the labour standards in the schedule have been observed. The Minimum Wage Commission may grant a permit extending the workweek up to 60 hours for road work and drainage operations.

The Order in Council, No. 1399, was gazetted June 22, 1968 and went into effect on June 1, 1968. The Order in Council and a copy of the schedule is to be appended to and form part of every contract and subcontract.

### HAS YOUR ADDRESS CHANGED?

We want you to receive your LABOUR GAZETTE without delay. Send your new address together with your old address label to the Circulation Manager, LABOUR GAZETTE, Canada Department of Labour, Ottawa.

# Unemployment Insurance Report for September



Claimants for unemployment insurance benefit on September 30, 1968 numbered 247,000. This was 23,000 or 9 per cent fewer than the 270,000 persons on claim at the end of August. Although 60 per cent of the claimants were men, they accounted for three quarters of the monthly decrease. The number of male claimants was reduced by 11 per cent, females by 6 per cent.

In comparison with the number of claimants at end of September 1967, which was 211,000, there was an increase of 36,000 or 17 per cent, and one half of these were males. Forty per cent of the claimants came on claim during the month. One seventh or 14 per cent of the claimants had been on claim more than 26 weeks.

A total of 91,000 initial and renewal claims were filed in local offices across Canada during September. The volume was slightly higher than last month, and more than 10 per cent greater than the 83,000 filed during September 1967.

The average weekly number of beneficiaries was estimated at 199,000. Benefit payments totalled \$20.8 million, the average weekly payment being \$26.09. Comparable figures for August were 195,000, \$26.2 million and \$25.81; for September 1967 they were 160,000, \$15.8 million and \$24.62.

With the exception of Newfoundland, all provinces shared in the decrease in the

number of claimants since August 30. Quebec and Ontario accounted for the bulk of the decrease, but Manitoba and British Columbia also registered substantial declines.

Increases in the number of claimants occurred in all provinces from the number on September 29, 1967. A proportionately large, but numerically small, change was reported in Prince Edward Island. The largest increases occurred in Quebec and Ontario, followed by British Columbia and Alberta.

Substantial increases over the total of a month ago in the number of claims filed in Quebec and British Columbia offset a large drop in the number of initial claims filed in Ontario. Although the other provinces all reported a heavier claim load, the numbers involved were small. In 1967, claims filed in September were fewer than in August in most of the provinces.

Compared with September 1967, the claim load this year was greater in all provinces. With the exception of Quebec and Alberta, the numbers involved were not large.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Summary Table

Activity	Cumulative Data 1968				
	Sept. 1968	Aug. 1968	Sept. 1967	Jan. to Sept.	12 months ending Sept.
	(in thousands)				
Insured population as at month end	—	5,223	4,732	—	—
Initial and renewal claims filed					
Total	91	89	83†	1,363†	1,942†
Initial	62	62	56†	1,011†	1,436†
Renewal	29	27	26†	353†	507†
Claimants currently reporting to local offices	247	270	211	442*	421*
Beneficiaries (weekly average)	199	195	160	353*	312*
Weeks compensated	796	1,015	641	13,906	16,333
Benefit paid	\$20,761	\$26,202	\$15,772	\$365,863	\$427,823
Average weekly benefit	\$ 26.09	\$ 25.81	\$ 24.62	\$ 26.31	\$ 26.19

\*Monthly average.

†Discrepancies between totals and subtotals is due to rounding.



# Railway Arbitration

## Cases 120 to 129

Ten disputes were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on October 8 and 9, 1968. The cases included two disqualifications from promotion, two cases of drinking on the job, the case of the slow-moving train, the case of the missing teapot, the case of the "improper advances" made to a lady passenger, and the case of the "rude" bartender.

The arbitrator disallowed the claims in seven cases. Summaries of the ten cases, Nos. 120 through 129 follow.

### CASE NO. 120

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen, over demerits assessed to a conductor who delayed a train for one hour and five minutes in order to procure an earthenware teapot when a metal teapot was already on the train.

A conductor, a man with 20 years seniority, showed up at the terminal to take a train out. Arriving at the caboose to check his supplies, he found among them a metal teapot. This annoyed him, because he knew full well that the company was obliged to supply an earthenware teapot. He discovered also that no dish mop had been supplied, but the absence of an earthenware teapot disturbed him most.

The conductor immediately reported the missing teapot, and then waited for another to be delivered to the train because the collective agreement specified that the caboose be equipped with "one earthenware teapot." The terminal supervisor eventually found such a teapot from "a private source," and the train finally got under way, one hour and five minutes

late. The conductor was charged with the delay and assessed 10 demerit points.

The arbitrator observed that the train was late, although it had been equipped with the proper supplies. He admitted having "nagging doubts . . . about the dish mop." He thought that the case did raise one question, however—namely, how should an employee behave in the face of violation of a collective agreement by the employer? The agreement stipulated that outgoing trainmen "will not be required to leave terminals without essential supplies or equipment."

The arbitrator agreed that the conductor should have reported the incident, but he emphasized that the conductor's main obligation was to get the train out on time—especially when, as the conductor admitted, the only reason for his refusal to move the train was the absence of an earthenware teapot in the caboose.

The arbitrator finally decided that he couldn't find any reason to call an earthenware teapot an "essential supply," so he dismissed the grievance.

### CASE NO. 121

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen over assignment of work to a crew outside its own base subdivision.

A conductor and his crew were assigned pool freight service between two points. On the day in question, they were en route between the points when the company needed to move emergency equipment to an area of impassable track. At the same time, another conductor and crew engaged in assigned switcher service were en route to the same destination as the first crew,

and they arrived 40 minutes before them.

This crew had suitable emergency equipment, and because they arrived first, they were instructed to switch the equipment out of their train and take it to the area of impassable track. The collective agreement states that, if an assigned crew is used instead of an available unassigned crew, the unassigned crew will be compensated for the total mileage covered by the assigned crew making the trip. This is the article of which the union made its claim on behalf of the grievors.

The arbitrator said it was true that the grievors were unassigned, but they were not available at the time the equipment arrived and was ready to be switched, nor was an assigned crew used for the work. He observed that, although the two crews were not in the same subdivision, the grievors were just not the first to arrive that day. But the grievors did arrive before the second crew left with the emergency equipment. "It might be said that they had met en route, and that the crews should have been changed off," the arbitrator said.

By the time of their arrival, the grievor had been on duty for eight hours and 30 minutes, whereas the other crew had been on duty for only three hours and 40 minutes. The arbitrator concluded that there "was every good reason to assign the work in question" to the second crew. The grievance was dismissed and the company was advised that they didn't need to pay the grievors for the mileage.

### CASE NO. 122

Dispute between the Canadian Pacific Railway Company (Merchandise Services) and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim by an employee for overtime pay for time spent taking a driving test for the company.

A bulletin was posted advertising the position of warehouseman-driver. A warehouseman applied for the position, but was not accepted because the company said he was not qualified. The brotherhood asked that a driving test be arranged, and one was scheduled to take place after the warehouseman's regular shift. The brotherhood claimed that, in accordance with the collective agreement, payment should be made by the company for time spent training and undertaking tests.

On the day of his test, the warehouseman worked the midnight-to-8:30 a.m. shift, after which he was instructed to report to the chief dispatcher, who told him to go with a warehouseman-driver for a test drive. The warehouseman had to wait until 10 a.m. to drive the truck, and he made several calls while the warehouseman-driver observed his handling technique.



que. In all, the test consumed five hours of the warehouseman's time. The arbitrator pointed out that nothing in the collective agreement states that the company must administer a test. The test is given in the course of the grievor's employment, the arbitrator said. "The test is which the company agreed to administer the very test on which it relies in denying the grievor's claim to the job he sought." The arbitrator therefore agreed with the otherhood that the warehouseman was entitled to be paid for the five hours.

#### CASE NO. 123

This case is between the same parties as Case No. 122 over the same grievor after he was judged not qualified for the position after his driving test.

The brotherhood contended that, because another applicant, junior in service to the grievor, was awarded the position of warehouseman-driver, the collective agreement was violated. But the company countered that the grievor did not have sufficient ability to fill the position after the results of his driving test.

The collective agreement states that promotions will be based on "ability, merit and seniority; ability and merit being sufficient, seniority shall prevail." But the arbitrator reiterated the company's position that the grievor was judged not to have the ability. The only basis for rejection was lack of ability, and the company gave the grievor an opportunity to prove his ability by arranging a driving test. The title of the agreement also states that the officer of the company in charge shall be the judge."

The arbitrator agreed that the company was entitled to set proper requirements for the work to be performed, and he said that the company met the grievance by showing that the grievor did not pass his test. The grievance was dismissed.

#### CASE NO. 124

Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over a claim that the company disqualified an employee for the position of accounting clerk.

The company advertised the position of accounting clerk, 18 applications were received, and the position was awarded to the sixth senior applicant. Four of the five junior applicants submitted appeals that were declined on the basis that they lacked the necessary qualifications. One of the applicants subsequently submitted a grievance.

The bulletin announcing the position stated that the successful applicant have "good knowledge of engineering or equipment accounting procedures," and the arbitrator agreed that the qualifications of

the grievor were the only issue. A test had been given to each of the applicants, and the successful candidate did much better than the others, while the grievor received a very low mark. If the test did not accurately reflect the qualifications of the grievor, reasoned the arbitrator, then his experience would have to be considered. The arbitrator found that whereas the successful applicant had had experience with engineering or equipment accounting procedures, the grievor had had none.

The arbitrator declared that he could not accept the brotherhood's contention that the holding of a job in one salary group is itself a qualification for a job in the next higher group. The grievor had failed to show that he had the qualifications necessary for the work, and his grievance was dismissed.

#### CASE NO. 125

Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over the six-month suspension of a porter for allegedly making improper advances to a lady passenger.

A porter had been assigned to a sleeping car in which a young lady passenger occupied a lower berth. The lady arrived at her destination, and the following day, complained to the station agent that the porter had made "an improper suggestion to her." She asked for assurance that the same porter would not be on duty on her return trip as she would be travelling on the same car. The company gave the porter a six-month suspension and the brotherhood protested.

The grievor did not deny that he spoke to the passenger at the time and place in question, but his statement of the words he used on that occasion was quite different from the lady's statement. In the early part of the evening in question, the lady was seen in a bedroom in the same sleeping car with a man and his 15-year-old brother. Later, the lady and man went to the lounge car where they spent some time. As the arbitrator stated it, "There is no direct evidence of any drinking, although the inference is an easy one."

After midnight, the two left the lounge car. In her statement, the lady said that the man accompanied her to her car, where she went to the washroom and he to his bedroom. The porter stated that he saw the lady coming from the bedroom and that "her hair was disarranged, her blouse was partly out of her skirt and it appeared to me that she had been drinking, because she was unsteady on her feet."

The lady maintained that, after she left the washroom and headed toward her berth, the porter followed her down the aisle and asked, "Would you like me to sleep with you?" followed by, "I just

thought you might like me to keep you company." She insisted that she had excused herself at this point and returned to the washroom. The porter's explanation was that he spoke to the lady just after she left the man's bedroom and asked, "Are you ready for your bed now, madam?" He then wished her good-night and walked to the section end of the car. Looking back, he saw her going toward the bedrooms.

The lady's version of the story at this point is that she returned to her friend's bedroom to tell him of the encounter she had had with the porter. It was at her friend's suggestion, she said, that she traded places with him for the night—that is, she spent the night in the bedroom, and one man, said to be the older of the two, spent the night in her berth. The men left the train before the lady reached her destination, and she later returned to her berth.

The arbitrator noted that "It was only some time after the arrival of the young lady at [her destination] that she made any complaint of the incident," and he suggested that the lady could have made her accusation against the porter to provide an explanation for what might be thought to be "her own unseemly conduct." It would be wrong, he said, to accept the lady's version as accurate in the circumstances described where "innocent words may so easily be misinterpreted." Unable to conclude from the evidence that the grievor did make "an improper suggestion," he allowed the grievance and ordered the six-month suspension revoked.

#### CASE NO. 126

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over the dismissal of an employee for his alleged use of "intoxicants while subject to duty."

A brakeman was called to go on duty at 7 p.m., but when he reported, he was told by the assistant yard superintendent that he was being held from service and charged with violation of Rule "G" of the Uniform Code of Operating Rules. The rule states that "The use of intoxicants or narcotics by employees subject to duty, or their possession or use while on duty is prohibited." Previous to being called for work, the brakeman had spent several hours in a beverage room, and he was seen walking unsteadily along the station platform.

The arbitrator concluded from the evidence that there had been no smell of alcohol on the brakeman's breath, but there was no doubt that his fellow employees considered him unfit for duty. Although he had 19 years seniority, he had been discharged in 1952 for a violation of the same rule. Later he was rehired. Shortly before this latest violation, he was convicted on a charge of impaired driving. The arbitrator said that, considering the evidence and the



balance of probabilities, he found the grievor guilty. He accordingly dismissed the grievance and concurred in the brakeman's dismissal.

#### CASE NO. 127

Ex parte dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over assessment of demerit marks against a conductor for the slow movement of a yard engine.

The yard crew was watched in the performance of its work by a group of senior company officials including the Chairman of the Board. It appeared that the yard engine and the five cars it was pulling moved from Mile 4 to Mile 2 at an average speed of about 5.5 miles per hour. The movement was timed by the company's officers at 22 minutes for the two miles.

The conductor was asked to explain the slow movement, and he replied, in writing, that the time was 15 minutes, or 10 miles per hour, and he added that 10 miles per hour was the fastest safe speed for that operation. But he and the engineer were each assessed 10 demerit marks.

The arbitrator said that the union's case relied on an article of the collective agreement that states, "No employee will be disciplined or dismissed until the charges against him have been investigated; the investigation to be presided over by the man's superior officers." It was quite clear, the arbitrator observed, that this article contemplated a formal hearing that did not take place in this case.

The evidence, he said, consisted of no more than a charge and a denial. "I cannot make any assumptions of credibility as between the parties, whatever the rank, high or low, of the persons involved." The arbitrator said that the omission of an investigation as laid out in the collective agreement "clearly prejudiced" the grievor's position, and he added that discipline was not imposed in accordance with the provisions of the agreement. It therefore allowed the grievance and removed the 10 demerit marks from the grievor's record.

#### CASE NO. 128

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen over dismissal of a yard foreman for violation of a rule concerning the use of intoxicants.

An engineman and two yard helpers, who had been assigned to a yard job, objected to starting work under the direction of a yard foreman. They claimed that when he reported for duty, he was too drunk to work. The general roadmaster came to the yard office to see the foreman, and he concluded that the man had been drinking. On instructions from the assistant superintendent, he asked the foreman to go to the hos-

pital for a blood test, but the foreman refused.

The company held the foreman out of service until it had conducted a hearing of the case, at which time it established that the foreman had violated the rule. He was dismissed, and the brotherhood entered a grievance on his behalf.

The arbitrator noted in the evidence that the entire crew had refused to work with the foreman because of his "condition," and he found this both unusual and significant. The foreman's story was that he had taken two nerve pills and four A.S.A. tablets and had not eaten all day, but the arbitrator decided that his denial that he had been drinking was "too improbable to be accepted." The grievance was therefore dismissed.

#### CASE NO. 129

Dispute between the Canadian National Railways (Hotel Department) and the Canadian Brotherhood of Railway, Transport and General Workers over the suspension of a hotel bartender for allegedly insulting a customer.

A bartender at a lounge was told by the hotel's assistant manager that a complaint had been made by four guests, who claimed that the bartender had insulted them as they paid their cheque by commenting, "The last of the big spenders." The bartender was asked to leave the lounge, and told to report the following Monday morning to the assistant manager, personnel. He was suspended for two weeks.

Presenting its case, the brotherhood did not deny that the bartender had uttered the words in question, but it did take issue with the penalty imposed. The bartender was an employee of 21 years' seniority, and on the day in question, he was engaged in conversation with two waitresses concerning "Big Spenders," a record album of songs by Peggy Lee. The waitress who had bought the record forgot the correct title, and the others were suggesting various possibilities. As the conversation continued, the bartender went to collect payment from some customers whom he had not served. They had left no tip. When he returned from the table, he suggested that the title of the album was "the last of the big spenders." Although the remark was made about 20 feet from the customers, they overhead and took offence.

The arbitrator remarked that it would be difficult to believe that the grievor was not prompted to make his remark by the absence of a tip. Rudeness to customers, he continued, whether deliberate or careless, is a most serious offence in service occupations. Consequently, he dismissed the grievance, saying that the penalty did not go beyond the reasonable discipline the situation called for.

## Wage Schedules Prepared In October

During October, the Department of Labour prepared 302 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporation in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 219 contracts in these categories were awarded. In addition, 224 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence, Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in October for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence Production	82	\$240,247.00
Post Office	5	435,320.00
R.C.M.P.	1	5,880.00

During October, the sum of \$4,015.84 was collected from 17 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 118 workers concerned.

## UIC Extends Coverage To Territory Residents

Canadians in the Yukon Territory and the Northwest Territories are now covered by unemployment insurance. Under old regulations, permanent residents of these territories were often not insurable simply because they lived there.

On the other hand, those from the south who went to work there were allowed to keep their coverage, and northerners who had worked in other areas were allowed to continue their insurance when they returned. Among those now to be covered are a number of Eskimos and Indians, many of whom hold permanent and highly skilled jobs. Residents of the territories will be served by UIC area officers in Prince George, B.C., and Edmonton, Alta.



# Decisions of the Umpire Under the Unemployment Insurance Act

## CUB 2771

A claimant who had last worked as a woodwork labourer applied for benefit from the Unemployment Insurance Commission in order to finance his way through a drafting course at the Vancouver Vocational Institute. The Canada Manpower Centre had not directed the claimant to take the course, nor had he applied for a training allowance. The claimant would pay \$15 a month in tuition fees to attend the course from 8:30 a.m. to 4 p.m. weekdays for 11 months. Consequently, if an opportunity for full-time employment became available, he would not be prepared to accept

The claimant was disqualified by the local insurance officer from receiving benefit for six weeks initially, then indefinitely, because he had voluntarily quit his previous job without just cause within the meaning of the Act. In addition, he had not declared himself to be available for work, as required by the Act, and he was attending a course of instruction to which the commission had not directed him.

The claimant appealed this decision to the board of referees. He pointed out that he had not entirely left his last job, and was still working there for four hours each Saturday morning for the duration of his course. He was not available for work, but needed financial assistance while he was taking the course. He had asked officials at the Canada Manpower Centre about receiving a supplement from them under the Adult Occupational Training Act, but was told that he would probably have to wait for up to eight months before a position became available. He could not afford to wait that long, so when a vacancy occurred at the vocational institute, he accepted it. He stated that he was then dependent upon the Commission for financial assistance.

In their report, the board of referees occurred in the initial six-week disqualification, but agreed that the claimant had proved that he was available for work. The members of the board were quite impressed with the claimant and his sincerity, the report said. It added that the members considered the extenuating circumstances present in the case, and believed that the claimant did the right

thing by voluntarily taking advantage of the vacancy at the vocational institute.

The insurance officer appealed this decision to the Umpire on the grounds that the claimant had not satisfied the requirements stipulated in the Act. The claimant had voluntarily quit his job, and hence his primary concern was to attend his course rather than to get another job. The officer repeated that the claimant had declared in his appeal to the board of referees that he was not available for work except on Saturdays, when he worked for four hours for his previous employer. The claimant was not directed to attend the course by the Commission, and the authority to direct a claimant to take such a course is not within the jurisdiction of the adjudication authorities, including the insurance officer, the board of referees and the Umpire. The officer submitted that the board had erred in its decision, and that the requirement to prove availability for employment could not be waived under extenuating circumstances. He appealed for reinstatement of his decision.

In a later interview with the local insurance officer, the claimant stated that the facts of the situation had not changed and that he was still attending the drafting course at the vocational institute.

In his decision, the Umpire stated that he was impressed with the claimant, "who was obviously ambitious to better himself." He was obliged, however, to apply the law as it stood. He pointed out that the submission made by the insurance officer set out the law, and he agreed with his submission. As a consequence, he decided to allow the insurance officer's appeal.

## Alberta Labour Official John Hannigan, Dies

John L. Hannigan, a vice-president of the Alberta Federation of Labour from 1959 to 1960, died in September at 70. Mr. Hannigan was Secretary of the Calgary Building and Construction Trades Council and Business Manager of Local 254, Sheet Metal Workers' Union. He had been Business Manager of the local since 1956. He had served also as a vice-president of the Western Canadian Council of Sheet Metal Workers.

## Employment Review For November

Employment decreased by 30,000 to 7,677,000 in November, but was 268,000, or 3.6 per cent, higher than in the same period a year ago.

The labour force, at 8,015,000, was 20,000 higher than in October, and was 317,000, or 4.1 per cent, higher than in November 1967.

Unemployment increased by 50,000 to 338,000, and was 49,000 higher than in November 1967.

Unemployment in November represented 4.2 per cent of the labour force, compared with 3.8 per cent in November 1967, and 3.2 per cent in November 1966.

Employment, at 7,677,000, decreased by 30,000 between October and November.

Farm employment decreased by 54,000 during November, following the completion of harvesting operations. Non-farm employment increased by 24,000. The largest gain in non-farm employment occurred in trade, 41,000. There were smaller gains in manufacturing and public administration. Declines were reported for transportation, communications and other utilities, 26,000; and construction, 20,000.

Total employment decreased during the month in the Atlantic region, 14,000; Quebec, 28,000; and the Prairies, 11,000. There was an increase of 19,000 in Ontario, mainly due to increased strength in manufacturing industries. In British Columbia, there was no significant change. The year-over-year increase in employment was shared by all regions except the Atlantic. As in previous months, the largest increase took place in Ontario, 157,000. This was followed by the Prairies, 79,000; British Columbia, 24,000; and Quebec, 19,000. Employment in the Atlantic region declined by 11,000.

Compared to a year ago, farm employment decreased by 12,000, and non-farm employment increased by 280,000. The largest gain in non-farm employment was recorded for community, business and personal service, 119,000, followed by trade, 73,000; manufacturing 44,000; public administration, 38,000; and finance, insurance and real estate, 17,000. Employment in transportation, communication and other utilities declined by 19,000.

Unemployment increased by 50,000 between October and November, and was 49,000 higher than in November 1967. Of the 338,000 unemployed in November, 41 per cent had been unemployed for less than a month, 33 per cent for one to three months, and 26 per cent for four months or more.



# Publications

## In the Library

List No. 239

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

### Annual Reports

1. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Second Annual Review, the Atlantic Economy: Summary*. Halifax, 1968. Pp. 17.
2. ECONOMIC COUNCIL OF CANADA. *Annual Report, Fiscal Year 1967-68*. Ottawa, Queen's Printer, 1968. Pp. 28.  
English and French, the latter inverted and with special title page.
3. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Third General Report, August 1967 to July 1968*. London, HMSO, 1968. Pp. 70.
4. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Toward Improved Social and Economic Measurement: Forty-eighth Annual Report, June 1968*. New York, 1968. Pp. 111.
5. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1968*. Ottawa, 1968. Pp. 130.
6. NEWFOUNDLAND. DEPARTMENT OF LABOUR. *Annual Report for the Year ending 31 December, 1967*. St. John's, 1968. Pp. 122.

7. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *1967 Wage Rates and Hours of Labour in Nova Scotia*. Halifax, 1968. Pp. 61.

8. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1967*. Toronto, Queen's Printer 1968. Pp. 24.

9. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Statistical Report, 1967*. Toronto, Queen's Printer. 1968. Pp. 98.

### Business

10. GEORGE, KENNETH DESMOND. *Productivity in Distribution*. Cambridge [Eng.], University Press, 1966. Pp. 107.

A study of sales, characteristics of the labour force, and labour productivity in retailing in Great Britain, based on the 1961 Census of Distribution.

11. GREENWOOD, FRANK. *Managing the Systems Analysis Function*. New York, American Management Association, 1968. Pp. 137.

Contents: Systems analysis: an overview. Systems analysis in practice. The manager of systems analysis. Education selection, and training of analysts. Selection and training of systems analysts: two case studies. Management and motivation, by Richard W. French. Day-to-day systems management by John C. Froehlich. Top management and systems analysis. Outside help for the systems analysis manager.

12. LONDON, ONT. UNIVERSITY OF WESTERN ONTARIO. SCHOOL OF BUSINESS ADMINISTRATION. *Evolving Responsibilities of the Corporate Director: a Monograph arising out of a Seminar at the University*. London, Ont. c1966. Pp. 128.

Editor: W. J. McDougall.

Some of the questions considered in this book are these: what is the role of a corporate director in a company? What are his legal and ethical responsibilities? How does the director resolve conflicts of interest, real and potential? How does he look after the interests of the shareholders? The book contains: papers, panel discussions, group reports, selected supporting material from other sources, and an account of research on Canadian boards of directors, carried out at the University of Western Ontario School of Business Administration.

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Organization Structures*, by Harold Stieglitz and C. David Wilkerson. New York, 1968. Pp. 173.

14. NATIONAL INDUSTRIAL CONFERENCE BOARD. *R & D and Small-Company Growth; a Statistical Review and Company Case Studies*, by Wm. J. J. Smith and Danie Creamer. New York, 1968. Pp. 163.

"This study was undertaken at the request of the Office of Economic and Manpower Studies of the National Science Foundation."

This study is based on a study of research and development practices of 27 small companies in the machinery, chemicals and electronic component and instrumentation industries mostly in the New York-New Jersey-Connecticut area, but some in the southern Virginia, Boston, and Chicago areas.

15. WILENSKY, HAROLD L. *Organizational Intelligence Knowledge and Policy in Government and Industry*. New York Basic Books, 1967. Pp. xiv, 226.

This book examines the ways that knowledge shapes policy. It shows the importance of intelligence (or information, or knowledge) in the fields of politics, international relations

industry, among others. In this book, "intelligence denotes the information — questions, insights, hypotheses, evidence — relevant to policy." Such matters as the determinants of the uses of intelligence and the causes of intelligence failure are also considered.

#### Cost and Standard of Living

16. GREAT BRITAIN. COST OF LIVING ADVISORY COMMITTEE. *Report*. London, HMSO, 1968. Pp. 36.

At head of title: Department of Employment and Productivity.

A. S. Marre, Chairman.

The matters considered in this report were: "inclusion in the retail prices index of a separate price indicator for meals bought and consumed outside the home; the housing costs of owner-occupiers; retail price indices for regions; retail price indices for special social and income groups; changes made since 1962 in the methods used in compiling the Index of Retail Prices; proposals to increase the number of sub-groups for which price indices are published; [and] comments about the Retail Prices Index."

17. U.S. BUREAU OF LABOR STATISTICS. *City Worker's Family Budget; Pricing, Procedures, Specifications, and Average Prices, Autumn 1966*. Washington GPO, 1968. Pp. 113.

"... Describes the basic procedures followed in compiling price data for use in computing costs of the standard budgets, with particular reference to the City Worker's Family Budget..." Information is given concerning prices of selected food purchases in 39 metropolitan areas, average prices for commodities and services other than food and shelter in the United States and five large metropolitan areas, and shelter costs.

#### Employees' Benefit Plans

18. SCHAFFER, BEVERLY CLAIRE KANE. *Supplementary Unemployment Benefit Plans: a Case Study and Evaluation*. Ann Arbor, Mich., University Microfilms, 1968. Pp. 113.

Thesis (Ph.D.) — Duke University, 1967.

"This is an authorized facsimile . . . produced by microfilm-xerography in 1968 . . ."

"This study examines the impact of supplementary unemployment benefits (SUB) on covered employees and then attempts to explain why supplementary unemployment benefit plans have failed to spread since their establishment in 1955-56." Some plans are considered in detail.

19. WIMBERLY, JACK COOK. *Private Industrial Pension Plans in the United States: a Comparative Analysis*. Ann Arbor, Mich., University Microfilms, 1968. Pp. vi, 171.

Thesis (Ph.D.) — Louisiana State University, 1967.

"This is an authorized facsimile . . . produced by microfilm-xerography in 1968 . . ."

A comparative analysis of pension plans in the automobile, steel, rubber, and petroleum refining industries.

#### Industrial Relations

20. GREAT BRITAIN. COURT OF INQUIRY INTO A DISPUTE CONCERNING WAGE STRUCTURE PROPOSALS FOR TIME WORKERS EMPLOYED AT PRESSES STEEL FISHER LIMITED, COWLY. *Report*. London, HMSO, 1968. Pp. 23.

At head of title: Industrial courts act, 1919.

Sir Jack Scamp, Chairman.

21. HANSLOWE, KURT LOEWUS. *Procedures and Policies of the New York State Labor Relations Board*. Ithaca, N.Y., Cornell University, 1964. Pp. viii, 216.

Partial contents: The New York State Labor Relations Act. The New York State Labor Relations Board: organization and personnel. The unfair labor practice case: procedure prior to formal hearing. The unfair labor practice case: the formal stage. Board procedure in representation cases: the informal stage. The formal stage of the representation case. The Board and the Courts. The jurisdiction of the State Board and its relationship to the NLRB. Concluding observations.

22. MANITOBA. COMMITTEE ON THE REVIEW OF LABOUR LEGISLATION. *Annual Report, 1965*. Winnipeg, 1966. Pp. 104.

Contains an account of the background, composition and activities of the Committee. The Committee in successive years changed its name to Labour Management Review Committee.

23. MANITOBA. LABOUR MANAGEMENT REVIEW COMMITTEE. *Annual Report, 1966*. Winnipeg, 1967. Pp. 63.

Reviews the Committee's activities for 1966 and contains background material on strike votes and statements of claim, notices of motion and judgements in court cases in Manitoba involving labour injunctions.

24. MANITOBA. LABOUR MANAGEMENT REVIEW COMMITTEE. *Annual Report, 1967*. Winnipeg, 1968. Pp. 62.

This report contains background material on labour injunctions, collective bargaining in the public service, and a proposal for an Ontario Union-Management Council, as well as a review of the Committee's activities for 1967.

#### International Labour Organization

25. INTERNATIONAL LABOUR OFFICE. *Concepts and Methods of Measurement of Underemployment*. Working paper no. 1. [Geneva], 1963. Pp. 101.

At head of title: M.E.M.U./D.1. August, 1963. Meeting of Experts on Measurement of Underemployment.

26. INTERNATIONAL LABOUR OFFICE. *Selected Recent National Surveys on Labour Force, Unemployment and Underemployment*. Working paper no. 2. Geneva, 1963. Pp. 83.

At head of title: M.E.M.U./D.2. August, 1963. Meeting of Experts on Measurement of Underemployment.

27. MEETING OF EXPERTS ON MEASUREMENT OF UNDEREMPLOYMENT, GENEVA, 1963. *Report, 21 October-1 November 1963*. Geneva, [1963?]. Pp. 31.

At head of title: M.E.M.U./D.4.

#### Labour Organization

28. ESTEY, MARTEN S. *The Unions: Structure, Development, and Management*. Under the general editorship of Leonard R. Sayles. New York, Harcourt, Brace & World, 1967. Pp. xi, 125.

This book, written primarily for the student, gives a brief account of unions, of their administration, and of the rules under which they operate.

29. PIERSON, FRANK COOK. *Unions in Postwar America; an Economic Assessment*. New York, Random House, 1967. Pp. x, 143.

Contents: Economic issues in postwar collective bargaining. Union policy and postwar growth. Postwar unionism in the large-scale industrial sector. Postwar unionism in the small-scale industrial sector. Postwar bargaining in construction and trucking. Conclusions and policy implications.

30. SUFRIN, SIDNEY CHARLES. *Unions in Emerging Societies, Frustration and Politics*. Syracuse, N.Y., Syracuse University Press, 1964. Pp. vii, 124.

Examines trade unions in developing countries and their relations with government. There is an extensive biography.



## Labour Supply

31. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Enterprise Planning for Change; Co-ordination of Manpower and Technical Planning* [by] Dorothy Wedderburn. Paris, 1968. Pp. 140.

This volume based on a study of 29 case studies taken from eight countries, examines manpower planning in different companies.

32. U.S. BUREAU OF LABOR STATISTICS. *Technology and Manpower in the Textile Industry of the 1970's*. Washington, GPO, 1968. Pp. 79.

## Occupations

33. CANADA. DEPARTMENT OF MANPOWER AND IMMIGRATION. MANPOWER INFORMATION AND ANALYSIS BRANCH. *Career Outlook, University Graduates, 1968-1969*. Ottawa, 1968. Pp. 65.

English and French text, the latter reversed with separate title page.

CANADA. MINISTERE DE LA MAIN-D'OEUVRE ET DE L'IMMIGRATION. DIRECTION DE L'ANALYSE DU MARCHE DU TRAVAIL. *Perspectives de carrières, diplômés d'université, 1968-1969*. Ottawa, 1968. Pp. 71.

Texte en français et en anglais, le dernier renversé et avec une page séparée de titre.

## Prices

34. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Distributors' Margins on Paint, Children's Clothing, Household Textiles and Proprietary Medicines*. London, HMSO, 1968. Pp. 27.

Because of higher import costs due to devaluation of the pound, certain manufacturers requested permission from the British government to raise their prices in order to improve their margin of profit. The National Board for Prices and Incomes studied the request and made this report.

35. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Increase in Rental Charges for Equipment hired from IBM United Kingdom Limited*. London, HMSO, 1968. Pp. 8.

The Board examined the IBM (U.K.) Ltd.'s request to increase its rental charges to cover increases in costs caused, among other things, by devaluation, to see if the increases were justified.

36. U.S. BUREAU OF LABOR STATISTICS. *Price Perspective, 1965, 1966, 1967*. Washington, GPO, 1968. Pp. 64.

An examination of price trends with reference to farm products and food prices, charges for consumer services, and prices of industrial materials and products.

## Wages and Hours

37. DOUTY, HARRY MORTIMER. *Labor Issues in Perspective; Trends in Labor Compensation in the United States, 1946-1966*. Washington, GPO, 1967. Pp. 34.

"... Briefly describes the conditions that have influenced the movement of labor compensation—wages and fringe benefits—in the United States since World War II. Measures of change in money and real wages for major groups in the working population are presented. Where possible, estimates are provided of the quantitative importance of employer expenditures on fringe benefits."

38. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Agreements relating to Terms and Conditions of Employment of Staff employed by the Prudential Assurance Company Ltd. and the Pearl Assurance Company Ltd*. London, HMSO, 1968. Pp. [13].

The Board was asked to look into agreements relating to terms and conditions of employment of staff in two insurance companies. The Board made its recommendations to the First Secretary of State and Secretary of State for Employment and Productivity.

39. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Standing Reference on the Pay of the Armed Forces; First Report*. London, HMSO, 1968. Pp. [9].

40. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for States and Areas, 1939-67*. Washington, GPO, 1968. Pp. 500.

## Women

41. FRENCH, DORIS CAVELL (MARTIN). *High Button Bootstraps; Federation of Women Teachers' Associations of Ontario, 1918-1968*. Toronto, Ryerson Press, c1968. Pp. 205.  
A record of 50 years' history of the Federation.

42. U.S. CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN. TASK FORCE ON FAMILY LAW AND POLICY. *Report*. Washington, GPO, 1968. Pp. v, 69.  
Marguerite Rawalt, Chairman.

43. U.S. CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN. TASK FORCE ON HEALTH AND WELFARE. *Women and Their Families in our Rapidly Changing Society; Report*. Washington, GPO, 1968. Pp. vii, 59.  
Ellen Winston, Chairman.

44. U.S. CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN. TASK FORCE ON LABOR STANDARDS. *Report*. Washington [GPO], 1968. Pp. vi, 58.  
Senator Voit Gilmore, Chairman.

45. CITIZENS' ADVISORY COUNCIL ON THE STATUS OF WOMEN. TASK FORCE ON SOCIAL INSURANCE AND TAXES. *Report*. Washington, GPO, 1968. Pp. ix, 139.  
Selma J. Mushkin, Chairman.

## Miscellaneous

46. FARMER LABOUR TEACHERS CONFERENCE. 9th, PORT ELGIN, ONT., 1968. [*Carter Smith Watkins Barber—Who's listening?*] *Report of the Ninth. . . Conference, June 15th, 16th 1968*. Jointly sponsored by the Canadian Labour Congress [and] the Ontario Federation of Labour. [Toronto, Ontario Federation of Labour, 1968]. Pp. 36.

The Conference discussed the work of four commissions: the Carter Commission (the federal Royal Commission on Taxation); the Smith Committee (the Ontario Committee on Taxation); Watkins report (the federal Task Force on Foreign ownership in Canada); and, the Barber Commission on Farm Machinery Prices (of Ontario).

47. PATTEN, THOMAS HENRY. *The Foreman: Forgotten Man of Management*. New York, American Management Association, c1968. Pp. 191.

Describes the position and responsibilities of a foreman, suggests criteria for selecting, training and promoting him, and discusses the advisability of recruiting college graduates for supervisory positions. The concluding chapter offers suggestions for locating and interesting candidates for the position of foreman, according status and recognition to line supervisors, and retaining and promoting line supervisors.

48. U.S. BUREAU OF LABOR STATISTICS. *Work Injuries and Accident Causes in Hospitals*. Washington, GPO, 1968. Pp. 109.

# STATISTICS SECTION

## Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*	November 16	8,015	+ 0.3	+ 4.1
Employed.....	November 16	7,677	- 0.4	+ 3.6
Agriculture.....	November 16	523	- 9.4	- 2.3
Non-agriculture.....	November 16	7,154	+ 0.3	+ 4.1
Paid workers.....	November 16	6,631	- 0.1	+ 4.7
At work 35 hours or more.....	November 16	5,102	+30.5	-14.8
At work less than 35 hours.....	November 16	2,332	-33.6	+99.8
Employed but not at work.....	November 16	243	-14.7	- 4.0
Unemployed.....	November 16	338	+17.4	+17.0
Atlantic.....	November 16	40	+17.6	+11.1
Quebec.....	November 16	134	+18.6	+32.7
Ontario.....	November 16	82	+ 9.3	+ 6.5
Prairie.....	November 16	35	+45.8	+ 9.4
Pacific.....	November 16	47	+11.9	+ 9.3
Without work and seeking work.....	November 16	318	+15.6	+19.1
On temporary layoff up to 30 days.....	November 16	20	+53.8	- 9.1
INDUSTRIAL EMPLOYMENT (1961 = 100).....	October	125.7	- 0.7	+ 0.7
Manufacturing employment (1961 = 100).....	October	124.7	- 0.6	+ 1.1
IMMIGRATION.....	1 <sup>st</sup> 9 months	136,376	—	-21.9
Destined to the labour force.....	1 <sup>st</sup> 9 months	70,616	—	-25.7
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	November	70	-23.1	0.0
No. of workers involved.....	November	14,563	-27.4	-24.0
Duration in man days.....	November	221,540	-29.5	-11.9
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	October	\$112.59	+ 0.1	+ 7.1
Average hourly earnings (mfg.).....	October	\$ 2.64	+ 0.8	+ 7.8
Average hours worked per week (mfg.).....	October	40.8	- 0.3	0.0
Average weekly wages (mfg.).....	October	\$107.84	+ 0.5	+ 8.0
Consumer price index (1949 = 100).....	November	157.5	+ 0.4	+ 4.3
Index numbers of weekly wages in 1961 dollars (1961 = 100).....	August	116.2	+ 2.1	+ 3.6
Total labour income (thousands of dollars).....	September	308.0	+ 1.8	+ 8.8
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100).....	September	163.5	+ 7.1	+ 5.6
Manufacturing.....	September	165.5	+ 8.0	+ 5.6
Durables.....	September	185.4	+13.4	+ 8.0
Non-durables.....	September	149.3	+ 3.1	+ 3.3
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	October	16,843	+45.1	+28.1
Completions.....	October	14,149	+18.6	+ 6.8
Under construction.....	October	99,516	+ 2.8	+18.2

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.



## Tables

A-1 to A-3—Labour Force

F-1 and F-2—Prices

B-1—Labour Income

G-1 to G-4—Strikes and Lockouts

C-1 to C-7—Employment, Hours and Earnings

H—Employment Fatalities

E-1 to E-4—Unemployment Insurance

### A—Labour Force

TABLE A-1—Regional Distribution, Week Ended November 16, 1968

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
	(in thousands)					
THE LABOUR FORCE.....	8,015	642	2,234	2,987	1,344	808
Men.....	5,433	444	1,548	1,989	908	544
Women.....	2,582	198	686	998	436	264
14-19 years.....	790	71	214	270	148	87
20-24 years.....	1,161	119	372	381	190	99
25-44 years.....	3,441	239	984	1,327	536	355
45-64 years.....	2,400	196	609	921	426	248
65 years and over.....	223	17	55	88	44	19
EMPLOYED.....	7,677	602	2,100	2,905	1,309	761
Men.....	5,174	410	1,441	1,932	882	509
Women.....	2,503	192	659	973	427	252
Agriculture.....	523	23	108	147	225	10
Non-agriculture.....	7,154	579	1,992	2,758	1,084	741
Paid workers.....	6,631	529	1,834	2,578	1,007	683
Men.....	4,335	355	1,228	1,679	627	446
Women.....	2,296	174	606	899	380	237
UNEMPLOYED.....	338	40	134	82	35	47
Men.....	259	34	107	57	26	35
Women.....	79	*	27	25	*	12
PERSONS NOT IN LABOUR FORCE.....	6,392	702	1,907	2,151	998	634
Men.....	1,709	222	495	546	274	172
Women.....	4,683	480	1,412	1,605	724	462

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended November 16, 1968

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,407	2,388	4,103	1,121	4,203	1,077	1,515
LABOUR FORCE	8,015	790	3,933	898	1,415	756	223
Employed	7,677	713	3,805	824	1,389	732	214
Unemployed	338	77	128	74	26	24	**
NOT IN LABOUR FORCE	6,392	1,598	170	223	2,788	321	1,292
LABOUR PARTICIPATION RATE†							
1968—November 16	55.6	33.1	95.9	80.1	33.7	70.2	14.7
October 19	55.6	32.6	96.2	80.5	33.2	70.2	14.9
UNEMPLOYMENT RATE‡							
1968—November 16	4.2	9.7	3.3	8.2	1.8	3.2	**
October 19	3.6	9.1	2.5	6.7	2.1	3.0	**

Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

The labour force as a percentage of the population 14 years of age and over.

The unemployed as a percentage of the labour force.

\*Less than 10,000 unemployed.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended November 16, 1968

	Nov. 1968	Oct. 1968	Nov. 1967
(in thousands)			
TOTAL UNEMPLOYED	338	288	289
On temporary layoff up to 30 days	20	13	22
Without work and seeking work	318	275	267
Seeking	298	256	253
Full-time work	20	19	14
Part-time work	118	95	106
Under 1 month	112	96	100
1-3 months	44	39	33
4-6 months	44	45	28
More than 6 months			

SOURCE: Labour Force Survey, DBS.



## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals									Totals **
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—September.....	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October.....	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November.....	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December.....	69.3	718.9	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January.....	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February.....	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March.....	72.2	721.2	236.9	28.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April.....	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May.....	72.6	757.5	247.9	34.8	218.0	52.8	407.0	940.6	152.2	2,907.3
June.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	963.7	154.2	2,976.5
July*.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	962.3	162.3	2,986.4
August.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	966.7	154.1	3,025.5
September†.....	73.8	797.8	266.7	41.4	249.8	54.4	421.7	977.8	165.5	3,079.7
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—September.....	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October.....	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November.....	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December.....	69.5	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January.....	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February.....	71.0	727.9	249.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March.....	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April.....	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May.....	72.9	756.9	247.4	37.8	217.8	53.6	408.0	942.0	147.5	2,907.6
June.....	72.3	754.5	246.8	39.1	215.2	52.6	408.7	949.5	147.6	2,908.7
July.....	73.9	755.5	239.7	35.2	214.8	52.7	412.3	953.7	152.8	2,913.6
August*.....	73.4	764.0	251.1	36.9	216.4	52.4	418.4	960.9	154.2	2,950.3
September†.....	74.3	780.4	259.0	34.4	220.5	53.3	420.8	966.4	155.5	2,987.9

\*Revised. †Preliminary.

†Includes post office wages and salaries. \*\*Figures in this column are for total labour income, Canada, but are not totals of the figures in remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at August 1968, employers in the principal non-agricultural industries reported a total employment of 3,731,298. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample

survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
Average						
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965†.....	114.3	116.3	91.01	117.2	116.2	94.78
1966†.....	120.7	123.1	96.30	123.5	122.8	100.13
1967†.....	122.6	131.4	102.79	123.2	130.6	106.53
1967—August.....	127.0	132.5	103.66	126.7	130.9	106.73
September.....	125.9	133.9	104.77	125.5	133.0	108.45
October.....	124.8	134.3	105.10	123.3	134.1	109.32
November.....	124.3	134.5	105.26	123.2	134.5	109.71
December.....	120.5	131.1	102.49	119.8	132.1	107.83
1968—January.....	118.6	135.6	106.10	119.8	135.3	110.30
February.....	117.1	137.0	107.17	117.8	136.5	111.31
March.....	118.0	137.5	107.57	119.4	136.7	111.48
April.....	119.3	139.3	108.97	120.2	140.2	114.33
May.....	122.7	139.8	109.39	122.0	140.2	114.35
June.....	124.6	140.5	109.92	123.3	140.1	114.22
July*.....	124.0	140.5	109.93	121.8	138.8	113.18
August†.....	126.5	141.7	110.90	125.2	140.5	114.54

\*Revised. †Preliminary.

†Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	125.0	123.5	126.3	90.01	89.14	84.42
Newfoundland.....	130.8	129.0	137.2	99.49	98.42	89.53
Prince Edward Island.....	146.0	147.1	142.0	70.72	69.32	71.82
Nova Scotia.....	119.5	117.5	117.5	88.21	87.22	82.60
New Brunswick.....	126.0	124.9	128.4	87.80	87.30	84.23
Quebec.....	121.9	119.6	123.8	108.98	107.70	102.03
Ontario.....	128.4	124.7	127.7	114.67	113.65	107.03
Prairie Region.....	126.7	125.4	126.8	105.13	104.96	97.94
Manitoba.....	118.9	117.6	119.7	101.93	101.72	93.51
Saskatchewan.....	125.5	123.5	126.1	102.08	103.02	97.22
Alberta.....	133.7	132.9	133.2	108.72	108.13	101.62
British Columbia.....	133.9	132.9	135.4	122.02	121.17	114.98
CANADA.....	126.5	124.0	127.0	110.90	109.93	103.66
URBAN AREAS						
St. John's.....	147.1	142.7	145.9	87.39	87.76	82.74
Halifax.....	117.3	115.5	112.6	91.97	92.08	85.60
Sydney.....	103.9	101.5	96.6	94.54	88.16	90.60
Moncton.....	123.0	117.0	119.9	87.03	88.62	82.48
Saint John.....	111.1	110.6	110.3	90.90	91.31	86.34
Chicoutimi.....	108.0	111.4	115.4	127.45	127.38	121.48
Montreal.....	123.1	121.3	214.9	110.72	109.01	103.37
Quebec.....	117.6	115.4	119.9	94.11	92.78	88.29
Shawinigan.....	100.4	100.7	102.5	112.71	109.54	104.57
Sherbrooke.....	116.2	113.5	122.1	94.62	93.42	85.17
Trois-Rivières.....	115.7	113.7	115.9	101.35	99.75	95.05
Ottawa-Hull.....	132.0	128.2	126.6	104.91	104.14	97.22
Belleville.....	120.2	119.4	120.2	95.18	95.54	89.82
Brampton.....	259.3	240.4	248.9	113.85	110.32	106.22
Brantford.....	135.2	134.4	131.9	106.09	107.54	97.87
Fort William-Port Arthur.....	118.8	117.1	133.0	104.52	101.95	102.12
Guelph.....	138.9	136.4	138.5	105.44	104.94	97.47
Hamilton.....	121.7	120.9	123.5	119.50	117.41	110.32
Kingston.....	127.3	125.9	124.1	110.21	109.00	100.87
Kitchener.....	147.5	141.9	142.4	103.25	102.47	94.23
London.....	122.1	120.1	124.7	107.95	106.52	100.96
Niagara Falls.....	117.6	108.1	123.3	103.60	103.54	96.54
Oshawa.....	118.4	110.0	122.5	131.89	126.04	118.52
Peterborough.....	128.6	133.0	138.4	114.25	115.49	110.12
Sarnia.....	142.3	141.3	126.7	147.47	144.57	131.52
Sault Ste. Marie.....	123.5	122.4	123.9	124.73	125.65	119.58
Sudbury.....	115.6	115.9	114.3	135.70	134.46	123.55
St. Catharines.....	136.4	111.6	141.7	122.70	117.62	113.03
Timmins.....	75.6	77.6	85.3	101.01	99.87	94.06
Toronto.....	129.6	126.7	127.4	115.37	114.89	108.04
Welland.....	107.4	105.9	113.5	130.16	128.22	122.43
Windsor.....	153.1	122.8	155.4	131.01	128.90	121.18
Winnipeg.....	118.6	117.8	119.6	94.74	94.37	87.94
Regina.....	126.3	124.3	124.8	95.10	97.69	93.81
Saskatoon.....	150.7	151.1	149.0	100.27	100.25	93.67
Calgary.....	139.8	138.7	140.2	108.09	108.39	103.26
Edmonton.....	139.5	139.1	134.1	103.68	103.68	96.85
Vancouver.....	132.9	131.7	131.3	117.53	116.71	110.11
Victoria.....	125.4	122.9	129.6	105.58	104.39	98.66

\*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non- durables	Durables	Con- struc- tion	Trans- porta- tion, Communi- cation and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services	Non- com- mercial Sector†	Com- mercial Sector‡	Public Adminis- tration**	Total Specified Industries
(in thousands)													
CANADA													
Aug. 1968*	79.3	122.3	881.1	796.3	403.4	665.3	976.6	282.6	868.2	639.6	291.2		6,005.9
July 1968*	79.9	125.3	870.6	767.8	407.3	635.2	985.3	283.1	871.0	651.5	288.7		5,965.7
Aug. 1967	84.8	123.8	863.4	805.1	410.3	678.8	938.0	266.0	794.9	616.6	286.7		5,868.3
NEWFOUNDLAND													
Aug. 1968*	3.1	5.9	10.5	2.3	10.2	15.3	16.6	1.9	17.7	8.4	7.7		99.6
July 1968*	3.0	5.8	11.4	2.3	9.8	14.7	16.7	1.9	17.6	8.9	8.5		100.5
Aug. 1967	3.5	5.9	11.8	2.2	11.7	17.2	16.7	1.8	15.8	6.9	6.9		100.3
PRINCE EDWARD ISLAND													
Aug. 1968*	0.2	—	2.3	0.4	2.4	3.2	4.0	0.6	4.7	2.1	2.3		22.4
July 1968*	0.2	—	2.4	0.4	2.5	3.3	4.2	0.6	4.6	2.2	2.2		22.7
Aug. 1967	0.2	0.1	2.6	0.6	2.2	2.9	3.8	0.6	4.0	2.4	1.9		21.3
NOVA SCOTIA													
Aug. 1968*	2.8	6.9	19.9	15.3	15.5	22.0	32.5	6.6	28.1	15.6	18.9		184.0
July 1968*	2.6	6.8	19.4	15.2	14.9	21.4	32.2	6.5	28.6	15.8	17.8		181.1
Aug. 1967	2.6	7.4	18.8	16.0	13.8	22.3	28.7	6.4	26.4	14.8	18.1		175.3
NEW BRUNSWICK													
Aug. 1968*	9.4	2.6	20.0	12.2	9.8	21.1	25.3	4.5	23.3	10.6	10.3		149.2
July 1968*	10.1	2.7	19.5	12.4	9.8	20.7	24.7	4.5	23.6	11.2	10.3		149.6
Aug. 1967	11.2	2.9	19.2	10.4	12.3	24.1	23.1	4.3	22.0	11.2	8.9		149.6
QUEBEC													
Aug. 1968*	28.1	26.2	327.4	198.3	94.6	185.5	241.4	80.3	248.2	162.5	56.5		1,648.9
July 1968*	27.5	26.7	323.2	195.4	94.6	173.9	242.8	79.4	250.5	166.7	56.4		1,637.1
Aug. 1967	30.6	27.8	319.3	196.9	98.1	182.4	240.0	74.9	228.8	168.7	61.4		1,628.8
ONTARIO													
Aug. 1968*	12.0	35.7	378.1	444.3	155.2	209.8	381.4	121.6	322.4	258.8	126.7		2,446.0
July 1968*	12.1	37.4	370.3	417.7	158.1	199.1	384.3	123.0	322.9	264.9	125.2		2,415.1
Aug. 1967	13.6	36.1	371.7	450.1	150.5	218.2	366.1	116.1	290.4	240.7	119.9		2,373.4
MANITOBA													
Aug. 1968*	0.8	6.9	28.1	20.5	19.0	48.1	52.3	13.0	39.7	29.2	14.7		272.2
July 1968*	0.9	6.9	27.9	20.3	18.9	46.6	53.0	13.2	39.4	29.1	14.5		270.9
Aug. 1967	1.0	6.4	27.8	20.3	18.5	49.5	51.5	12.4	38.3	29.1	14.3		269.0
SASKATCHEWAN													
Aug. 1968*	0.4	5.2	10.5	6.1	16.6	27.5	40.2	8.1	38.2	20.1	12.7		185.8
July 1968*	0.4	5.3	10.6	6.1	18.1	26.6	40.3	8.3	38.0	20.8	12.4		186.9
Aug. 1967	0.2	5.4	10.3	5.8	18.2	28.6	37.8	8.5	36.0	18.5	14.3		183.5
ALBERTA													
Aug. 1968*	2.1	19.9	27.4	24.1	40.6	50.9	79.8	17.8	70.5	53.9	22.2		409.3
July 1968*	2.0	20.1	28.2	24.3	41.3	50.0	81.0	17.8	69.7	54.8	22.5		411.7
Aug. 1967	4.1	19.3	26.9	26.1	42.8	52.8	74.5	16.0	62.9	50.2	22.2		397.9
BRITISH COLUMBIA													
Aug. 1968*	20.3	10.3	56.8	72.8	38.5	79.9	102.3	28.1	74.2	76.6	17.1		576.9
July 1968*	21.0	10.8	57.4	73.7	38.5	77.0	105.3	27.8	74.7	75.3	16.9		578.4
Aug. 1967	17.8	10.5	54.9	76.8	41.7	79.1	95.4	25.0	68.8	73.0	17.0		559.9

\*Preliminary.  
†Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.  
‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.  
\*\*Excludes municipal government employees and provincial employees in British Columbia.  
NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.  
BASIS: 1960 Standard Industrial Classification.  
SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).



TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	112.5	114.8	113.5	139.27	136.82	128.62
Metals.....	104.2	108.0	108.4	140.56	138.41	129.12
Mineral fuels.....	105.1	104.3	105.9	145.89	140.05	135.07
Non-metals except fuels.....	130.2	129.8	124.2	124.98	124.86	116.21
Quarries and sand pits.....	121.9	123.4	132.2	120.49	119.26	113.94
Services incidental to mining.....	158.3	161.4	143.6	144.88	143.10	136.80
MANUFACTURING.....	125.2	121.8	126.7	114.54	113.18	106.73
Durable goods.....	133.7	128.2	136.0	123.92	121.68	114.79
Non-durable goods.....	118.3	116.7	119.3	105.99	105.64	99.33
Food and beverages.....	122.6	120.0	125.2	99.36	100.48	92.16
Foods.....	123.0	119.6	125.8	96.11	97.05	88.99
Beverages.....	120.2	122.3	120.9	120.26	121.53	112.65
Tobacco processing and products.....	92.8	92.0	96.9	123.11	123.19	112.22
Rubber products.....	114.2	112.1	123.9	112.96	111.92	109.32
Leather products.....	102.6	100.9	99.2	76.84	75.43	71.52
Textile products.....	118.7	114.6	119.4	95.78	94.81	88.29
Knitting mills.....	115.7	113.7	111.6	72.69	70.37	68.29
Clothing.....	110.5	107.7	111.7	72.32	70.33	66.78
Wood products.....	113.8	112.3	114.1	103.71	102.47	95.86
Furniture and fixtures.....	128.2	123.2	130.8	94.95	93.33	89.06
Paper and allied industries.....	119.5	120.4	121.5	133.48	132.08	126.86
Printing, publishing and allied industries.....	114.5	114.7	114.2	119.64	119.15	113.31
Primary metal industries.....	128.8	127.5	126.7	139.18	136.75	129.03
Metal fabricating industries.....	132.8	130.2	135.4	121.59	119.91	112.26
Machinery, except electrical.....	143.7	144.9	147.6	130.40	130.44	122.01
Transportation equipment.....	144.6	123.1	150.5	135.35	129.40	125.21
Electrical products.....	143.8	141.9	147.9	116.54	115.82	107.66
Non-metallic mineral products.....	123.4	119.7	124.2	123.23	123.89	113.91
Petroleum and coal products.....	108.0	108.4	106.8	167.52	167.60	156.00
Chemicals and chemical products.....	118.9	119.3	118.8	129.55	128.26	121.42
Miscellaneous manufacturing industries.....	139.4	136.3	136.1	99.21	97.94	93.28
CONSTRUCTION.....	134.1	133.0	135.4	141.51	140.41	135.13
Building.....	139.0	136.9	135.1	138.76	137.18	129.89
Engineering.....	125.6	126.2	135.9	146.79	146.48	144.18
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	114.0	108.2	115.9	123.26	122.37	113.52
Transportation.....	111.2	109.1	113.6	121.83	120.48	112.70
Storage.....	105.3	113.7	118.2	107.37	102.33	98.14
Communication.....	119.6	98.2	120.7	119.56	119.84	108.68
TRADE.....	127.7	127.1	124.4	87.90	88.36	82.23
Wholesale trade.....	124.0	123.6	123.5	108.38	108.28	100.83
Retail trade.....	129.7	129.0	124.9	76.99	77.71	71.98
FINANCE, INSURANCE AND REAL ESTATE...	132.6	133.0	128.1	107.63	107.03	99.83
Financial institutions.....	136.0	136.1	130.2	104.92	104.10	96.26
Insurance and real estate.....	128.0	128.8	125.3	111.52	111.21	104.81
SERVICE.....	164.9	163.9	163.9	79.38	79.35	76.41
Recreational services.....	158.5	163.8	148.3	71.36	71.19	67.69
Business services.....	176.8	175.6	174.0	122.48	123.24	114.63
Personal services.....	153.1	152.1	150.5	58.57	58.32	56.24
Miscellaneous services.....	193.3	188.8	206.2	86.76	86.74	88.01
INDUSTRIAL COMPOSITE.....	126.5	124.0	127.0	110.90	109.93	103.66

\*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	41.8	41.0	41.7	3.08	3.08	2.85	128.66	126.44	118.71
Metals.....	41.2	40.8	41.1	3.22	3.21	2.99	132.62	130.90	122.92
Mineral fuels.....	41.9	36.9	41.7	2.62	2.68	2.42	109.70	98.87	100.76
Non-metals, except fuels.....	42.2	41.9	41.4	2.87	2.88	2.65	121.11	120.69	109.80
Quarries and sand pits.....	47.9	48.3	49.7	2.45	2.43	2.26	117.58	117.19	112.47
Services incidental to mining.....	42.2	42.9	41.5	3.35	3.27	3.11	141.48	140.31	129.21
MANUFACTURING.....	40.4	40.0	40.5	2.59	2.56	2.40	104.70	102.26	97.43
Durable goods.....	40.9	40.2	40.9	2.82	2.76	2.60	115.21	111.02	106.36
Non-durable goods.....	40.0	39.7	40.1	2.37	2.37	2.21	94.58	94.14	88.78
Food and beverages.....	40.0	40.3	40.3	2.26	2.28	2.07	90.38	92.00	83.22
Foods.....	39.9	40.1	40.2	2.19	2.22	2.01	87.61	88.85	80.67
Beverages.....	40.6	41.5	40.7	2.79	2.81	2.58	113.24	116.54	104.89
Tobacco processing and products.....	37.8	37.5	37.5	2.99	2.99	2.72	112.90	112.02	101.91
Rubber products.....	40.3	39.7	41.1	2.54	2.51	2.47	102.19	99.42	101.67
Leather products.....	40.1	39.3	39.6	1.77	1.76	1.65	70.77	69.05	65.41
Textile products.....	41.4	40.8	41.5	2.05	2.02	1.88	84.70	82.57	78.01
Miscellaneous textiles.....	39.9	40.3	40.8	2.19	2.10	1.82	87.31	84.52	74.36
Knitting mills.....	40.9	40.0	41.0	1.56	1.56	1.48	63.97	62.36	60.84
Clothing.....	37.7	36.7	37.3	1.76	1.73	1.63	66.19	63.64	60.63
Wood products.....	39.8	39.6	40.0	2.48	2.45	2.29	98.76	97.03	91.45
Furniture and fixtures.....	42.3	41.4	42.7	2.07	2.06	1.94	87.47	85.28	82.65
Paper and allied industries.....	40.9	41.2	41.4	3.03	3.01	2.89	124.21	123.99	119.52
Pulp and Paper mills.....	40.9	41.5	41.1	3.30	3.26	3.15	135.02	135.19	129.68
Printing, publishing and allied industries....	38.2	38.0	38.6	3.07	3.05	2.89	117.27	115.61	111.73
Primary metal industries.....	41.0	40.6	40.1	3.21	3.14	3.00	131.39	127.50	120.39
Iron and steel mills.....	40.3	39.7	39.6	3.36	3.26	3.17	135.35	129.37	125.49
Metal fabricating industries.....	41.2	40.6	41.4	2.79	2.77	2.55	114.92	112.47	105.51
Machinery, except electrical.....	41.8	41.6	41.5	2.95	2.95	2.73	123.33	122.78	113.49
Transportation equipment.....	40.6	38.4	41.2	3.10	2.96	2.83	125.65	113.69	116.84
Aircraft and parts.....	41.6	38.1	41.7	3.07	2.92	2.82	127.53	111.30	117.85
Motor vehicles.....	40.3	38.6	41.4	3.21	3.07	2.91	129.12	118.27	120.21
Assembling.....	39.7	35.6	41.1	3.48	3.52	3.11	137.96	125.58	127.81
Parts and accessories.....	40.7	40.4	41.7	3.11	2.92	2.83	126.27	117.94	118.13
Shipbuilding and repairing.....	40.1	38.1	40.3	3.04	2.97	2.76	122.00	113.20	111.37
Electrical products.....	39.8	39.2	39.8	2.53	2.51	2.35	100.89	98.58	93.53
Communications equipment.....	39.1	38.4	38.9	2.39	2.36	2.28	93.52	90.58	88.58
Non-metallic mineral products.....	43.4	43.5	43.0	2.72	2.71	2.51	117.89	117.65	107.80
Petroleum and coal products.....	43.0	43.2	42.7	3.62	3.64	3.38	155.55	157.38	144.49
Chemical and chemical products.....	40.3	40.0	40.4	2.79	2.77	2.61	112.44	110.72	105.47
Miscellaneous manufacturing industries....	40.5	39.7	40.8	2.09	2.09	1.96	84.75	82.86	79.68
CONSTRUCTION.....	42.3	42.3	43.5	3.31	3.28	3.09	139.96	138.69	134.07
Building.....	40.0	39.7	40.7	3.42	3.40	3.15	136.90	134.88	128.17
General contractors.....	40.0	39.9	40.7	3.30	3.29	2.99	132.01	131.04	121.75
Special trade contractors.....	40.1	39.6	40.7	3.52	3.49	3.29	140.91	138.17	133.99
Engineering.....	46.6	47.2	48.1	3.13	3.09	2.99	145.84	145.84	144.08
Highways, bridges and streets.....	47.7	48.8	50.0	2.65	2.63	2.45	126.32	128.46	122.58
Other engineering.....	45.5	45.3	46.1	3.67	3.65	3.64	167.06	165.23	167.59
OTHER INDUSTRIES									
Urban transit.....	41.8	41.1	44.3	3.22	3.18	2.90	134.56	130.79	128.55
Highway and bridge maintenance.....	39.3	38.9	39.9	2.41	2.38	2.20	94.68	92.75	87.69
Laundries, cleaners and pressers.....	38.5	38.1	39.4	1.52	1.51	1.41	58.46	57.70	55.60
Hotels, restaurants and taverns.....	34.3	34.3	35.3	1.48	1.47	1.39	50.86	50.52	48.91

Latest figures subject to revision.

SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).



**TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing**

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
1965†.....	41.0	2.12	86.89	116.7	108.0
1966†.....	40.8	2.25	91.95	123.1	110.2
1967†.....	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—August.....	40.5	2.40	97.43	130.9	112.2
September.....	40.8	2.43	99.20	133.2	114.4
October.....	40.8	2.45	99.88	134.2	114.8
November.....	40.7	2.46	100.18	134.6	114.5
December.....	38.7	2.50	96.78	130.0	110.1
1968—January.....	40.0	2.49	99.52	133.7	113.1
February.....	40.4	2.49	100.53	135.0	113.2
March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.42	140.3	117.1
June.....	40.4	2.57	103.98	139.7	116.0
July*.....	40.0	2.56	102.26	137.4	113.8
August†.....	40.4	2.59	104.70	140.6	116.2

\*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

**TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province**

	Average Weekly Hours*			Average Hourly Earnings*		
	Aug. 1968	July 1968	Aug. 1967	Aug. 1968	July 1968	Aug. 1967
				\$	\$	\$
Newfoundland.....	41.2	41.8	39.4	2.11	2.01	1.94
Nova Scotia.....	39.1	39.6	39.8	2.04	2.05	1.90
New Brunswick.....	39.7	40.6	40.7	2.09	2.09	1.98
Quebec.....	41.5	40.4	41.4	2.32	2.31	2.17
Ontario.....	41.5	40.8	41.0	3.19	3.18	2.97
Manitoba.....	39.5	39.9	39.4	2.34	2.33	2.16
Saskatchewan.....	39.8	39.1	39.4	2.73	2.73	2.47
Alberta.....	39.5	39.4	39.7	2.65	2.64	2.45
British Columbia.....	37.4	37.8	37.3	3.22	3.19	3.00

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, whether as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS,

from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 744, December 1968 issue.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act (Revised)\***

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1968—August.....	5,223,000	4,953,200	269,800
July.....	5,256,000	4,935,000	321,000
June†.....	5,262,000	4,970,900	291,100
May.....	4,727,000	4,405,600	321,400
April.....	4,859,000	4,284,000	575,000
March.....	4,894,000	4,237,100	656,900
February.....	4,864,000	4,204,500	659,500
January.....	4,881,000	4,247,700	633,300
1967—December.....	4,828,000	4,326,500	501,500
November.....	4,800,000	4,463,400	336,600
October.....	4,724,000	4,481,500	242,500
September.....	4,732,000	4,521,100	210,900
August.....	4,787,000	4,559,900	227,100
July.....	4,764,000	4,517,700	246,300
June.....	4,742,000	4,499,200	242,800
May.....	4,734,770	4,391,620	343,150†

\*May 1967 to July 1968 revised on the basis of book renewal at June 1, 1967.

†Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 a year.

‡The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

**TABLE E-4—Benefit Payments, by Province, September 1968**

<i>Province</i>	<i>Weeks Paid</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	21,810	\$ 545,228
Prince Edward Island.....	3,480	87,382
Nova Scotia.....	32,291	814,583
New Brunswick.....	26,460	677,654
Quebec.....	259,566	6,820,495
Ontario.....	290,297	7,569,858
Manitoba.....	25,704	645,104
Saskatchewan.....	16,037	406,165
Alberta.....	31,635	830,823
British Columbia.....	88,359	2,363,616
Total, Canada, September 1968.....	795,639	20,760,908
Total, Canada, August 1968.....	1,015,320	26,201,972
Total, Canada, September 1967.....	640,507	15,771,588

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, September 1968**

<i>Province</i>	<i>Claims Filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at the End of the Month</i>			
	<i>Total</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposal of</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	2,385	1,527	858	2,378	1,455	923	816
Prince Edward Island.....	290	228	62	281	182	99	100
Nova Scotia.....	3,695	2,258	1,437	3,861	2,693	1,168	969
New Brunswick.....	2,966	2,084	882	2,822	1,756	1,066	852
Quebec.....	30,474	19,623	10,851	30,185	19,225	10,960	10,069
Ontario.....	30,593	22,053	8,540	32,348	19,545	12,803	8,619
Manitoba.....	2,532	1,840	692	2,550	1,650	900	479
Saskatchewan.....	1,845	1,350	495	1,849	1,178	671	456
Alberta.....	3,723	2,642	1,081	3,870	2,462	1,408	899
British Columbia.....	12,629	8,362	4,267	11,870	7,430	4,440	4,039
Total, Canada, September 1968..	91,132*	61,967	29,165	92,014†	57,576	34,438	27,298
Total, Canada, August 1968.....	88,977	62,144	26,833	95,417	54,376	41,041	28,180
Total, Canada, September 1967..	82,722	56,458	26,264	84,764	55,552	29,212	26,871

\*In addition, revised claims received numbered 30,424.

†In addition, 31,582 revised claims were disposed of. Of these, 2,954 were special requests not granted and 1,145 were appeals by claimants. There were 1,190 revised claims pending at the end of the month.



**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at September 30, 1968**

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	August 30 1968	September 1967
CANADA.....	246,702	97,423	60,264	54,340	34,675	269,834	210,863
Male.....	141,543	61,331	34,297	27,981	17,934	158,357	123,320
Female.....	105,159	36,092	25,967	26,359	16,741	111,477	87,543
NEWFOUNDLAND.....	7,026	2,762	1,754	1,506	1,004	6,911	5,561
Male.....	5,115	2,129	1,268	1,020	698	5,066	4,028
Female.....	1,911	633	486	486	306	1,845	1,533
PRINCE EDWARD ISLAND.....	1,025	352	346	215	112	1,149	664
Male.....	601	190	195	137	79	733	339
Female.....	424	162	151	78	33	416	325
NOVA SCOTIA.....	10,131	3,801	2,482	2,034	1,814	10,851	8,323
Male.....	6,766	2,658	1,591	1,304	1,213	7,328	5,612
Female.....	3,365	1,143	891	730	601	3,523	2,711
NEW BRUNSWICK.....	8,269	3,202	1,951	1,837	1,279	8,325	6,853
Male.....	5,359	2,222	1,283	1,102	752	5,441	4,403
Female.....	2,910	980	668	735	527	2,884	2,450
QUEBEC.....	80,783	31,450	20,716	17,865	10,752	89,173	70,328
Male.....	50,362	21,598	12,854	9,873	6,037	56,143	44,696
Female.....	30,421	9,852	7,862	7,992	4,715	33,030	25,632
ONTARIO.....	87,394	33,135	21,161	20,644	12,454	96,098	78,456
Male.....	44,863	18,902	10,592	9,667	5,702	51,306	42,264
Female.....	42,531	14,233	10,569	10,977	6,752	44,792	36,192
MANITOBA.....	7,140	2,664	1,569	1,595	1,312	9,562	5,625
Male.....	3,625	1,491	861	655	618	5,009	2,591
Female.....	3,515	1,173	708	940	694	4,553	3,034
SASKATCHEWAN.....	4,929	1,988	1,176	919	846	5,094	3,131
Male.....	2,521	1,138	624	406	353	2,659	1,276
Female.....	2,408	850	552	513	493	2,435	1,855
ALBERTA.....	9,793	3,980	2,431	2,053	1,329	10,314	6,582
Male.....	4,930	2,146	1,175	893	716	5,476	3,013
Female.....	4,863	1,834	1,256	1,160	613	4,838	3,569
BRITISH COLUMBIA.....	30,212	14,089	6,678	5,672	3,773	32,357	25,340
Male.....	17,401	8,857	3,854	2,924	1,766	19,196	15,098
Female.....	12,811	5,232	2,824	2,748	2,007	13,161	10,242

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949 = 100)								
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year.....	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year.....	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year.....	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—October.....	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November.....	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December.....	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—February.....	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March.....	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April.....	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May.....	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June.....	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July.....	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August.....	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1
September.....	156.4	153.0	159.6	136.4	162.2	199.6	176.8	141.1
October.....	156.8	152.4	160.3	138.1	161.6	200.3	177.4	141.1
November.....	157.5	153.0	161.0	138.8	162.7	201.0	180.1	141.1

NOTE: 1957 weighted.      Calculated by the Prices Division, DBS.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of November 1968**

	All-Items			Food	Housing	Clothing	Trans- portation	Health and Personal Care	Recrea- tion and Reading	Tobacco and Alcohol
	Nov. 1968	Oct. 1968	Nov. 1967							
(1949 = 100)										
St. John's, Nfld.*.....	136.8	136.5	130.8	130.5	126.0	136.3	133.7	196.7	163.1	140.1
Halifax.....	148.3	147.4	143.0	145.5	145.2	146.7	147.1	206.8	198.8	139.9
St. John.....	151.3	150.7	145.7	149.4	143.6	147.9	162.4	222.3	183.0	139.6
Montreal.....	154.4	153.3	149.6	158.6	149.0	129.4	187.4	200.0	185.5	146.5
Ottawa.....	156.2	155.1	149.6	154.2	151.8	143.6	177.9	212.0	177.0	152.2
Toronto.....	158.4	157.9	152.5	149.0	161.3	146.9	160.6	196.7	221.9	149.1
Winnipeg.....	153.0	151.9	147.2	150.4	141.6	154.6	154.1	230.6	172.1	154.0
Saskatoon-Regina.....	147.1	146.3	141.5	149.8	139.0	150.6	148.9	177.2	177.9	140.6
Edmonton-Calgary.....	148.5	147.7	142.1	145.4	142.6	150.0	152.1	211.3	172.6	132.1
Vancouver.....	150.6	149.8	145.1	148.2	151.0	141.2	159.0	188.6	170.8	136.0

\* St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and

lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppage. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**TABLE G-1—Strikes and Lockouts, 1963-68**

Month or Year	Strike and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strike and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
*1967—November.....	18	70	19,148	251,460	0.18
December.....	11	55	9,436	151,230	0.13
*1968—January.....	24	56	19,758	207,390	0.16
February.....	42	76	49,069	590,840	0.46
March.....	37	83	41,296	682,180	0.53
April.....	42	86	41,751	324,790	0.25
May.....	64	116	30,993	410,710	0.30
June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	69	14,214	214,210	0.16

\*Preliminary

**TABLE G-2—Strikes and Lockouts, November 1968 by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	37	520
Mines.....	1	355	3,200
Manufacturing.....	35	6,716	88,500
Construction.....	10	2,055	32,620
Transportation and utilities.....	6	941	19,720
Trade.....	9	3,465	56,100
Finance.....	—	—	—
Service.....	1	2	40
Public administration.....	6	643	13,510
ALL INDUSTRIES.....	69	14,214	214,210

**TABLE G-3—Strikes and Lockouts, November 1968 by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island.....	—	—	—
Nova Scotia.....	3	143	720
New Brunswick.....	—	—	—
Quebec.....	13	5,733	103,270
Ontario.....	36	5,588	69,340
Manitoba.....	—	—	—
Saskatchewan.....	—	—	—
Alberta.....	5	1,619	25,530
British Columbia.....	11	1,117	15,070
Federal.....	1	14	280
ALL JURISDICTIONS.....	69	14,214	214,210

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1968 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			November	Accumulated		
MINES						
Metal						
Endako Mines, Fraser Lake, B.C.	Steelworkers, Loc. 959 (AFL-CIO/CLC)	355	3,200	26,990	July 27 Nov. 15	Wages, hours of work—Wage increase, other improved benefits
MANUFACTURING						
Food and Beverages						
Prince Rupert Fishermen's Co-op., Prince Rupert, B.C.	B.C. Deep Sea Fishermen's Union (CLC)	171	90	90	Nov. 6 Nov. 7	Seniority—Return of workers.
Rubber						
Mansfield Denman General, Barrie, Ont.	Rubber Workers, Loc. 536 (AFL-CIO/CLC)	330	6,930	16,170	Sep. 23 —	Wages—
Chicago Rawhide, Brantford, Ont.	Auto Workers, Loc. 397 (CLC)	129	1,940	1,940	Nov. 9 —	Wages, hours—
Wood						
Three wood mills, Victoria and Vancouver, B.C.	Carpenters, Loc. 2802 (AFL-CIO/CLC)	363	—	5,070	Oct. 7 Nov. 1	Hourly pay scale—36¢ per hour increase over two years.
Paper						
Kimberly Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	211	3,170	22,910	June 23 Nov. 21	Seniority, management rights— 55¢ an hr. increase over a 3-yr. contract; other improvements.
Domtar Pulp and Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	26,170	121,120	July 18 —	Wages—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders, Loc. 23 (AFL-CIO/CLC)	110	110	16,390	Apr. 2 Nov. 2	Wages—Wage increase.
General Smelting Co. of Canada, Burlington, Ont.	Steelworkers, Loc. 6979 (AFL-CIO/CLC)	100	2,100	6,000	Sep. 6 —	Wages—
Metal Fabricating						
Central Quebec Steel Ltd., Trois Rivières, Que.	Structural Iron Workers, Loc. 816 (AFL-CIO/CLC)	120	120	2,760	Oct. 1 Nov. 4	Length of the agreement, fringe benefits—45¢ an hr. increase over a 3-yr. contract; improvement in fringe benefits.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1968 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Termination Date	Starting Date — Date	Major Issues — Results
			November	Accumulated			
<i>Machinery</i>							
Canadian Blower and Forge Ltd., Kitchener, Ont.	Steelworkers, Loc. 3534 (AFL-CIO/CLC)	255	510	10,970	Sep. 4 Nov. 5	—	Wages, fringe benefits—38¢ an hr. increase first yr.; 17½¢ second yr.; 8¢ third yr.; 3 weeks vacation after 8 years, 4 weeks after 18 years, other improved benefits.
International Harvester, Hamilton, Ont.	Steelworkers, Loc. 311 (AFL-CIO/CLC)	341	7,160	16,710	Sep. 20 —	—	Wages, job evaluation—
Hamilton Gear and Machine Co., Toronto, Ont.	Moulders, Loc. 28 (AFL-CIO/CLC)	139	970	4,860	Sep. 22 Nov. 12	—	Wages, fringe benefits—5% wage increase, other improved benefits.
<i>Transportation Equipment</i>							
Dominion Forge Co., Windsor, Ont.	Auto Workers, Loc. 195 (CLC)	668	14,030	50,110	Aug. 15 —	—	Wages, working conditions, fringe benefits—
Three automotive parts manufacturers, Windsor, Ont.	Auto Workers, Loc. 195 (CLC)	489	270	21,760	Aug. 18 Nov. 4	—	Wages, fringe benefits, working conditions—Wage increase, other improved benefits.
York Gears Limited, Toronto, Ont.	Auto Workers, Loc. 984 (CLC)	478	960	11,480	Oct. 1 Nov. 4	—	Wages—40¢-90¢ an hr. increase over 3-yr. contract, improvement in fringe benefits.
Canadian Motor Lamp Co. Ltd., Parry Sound, Ont.	Auto Workers, Loc. 1297 (CLC)	209	1,050	1,050	Nov. 25 —	—	Failure to ratify contract—
<i>Electrical Products</i>							
Square "D" Co. of Canada Ltd., Toronto, Ont.	U.E. Loc. 505 (Ind.)	350	2,100	30,800	July 8 Nov. 11	—	Wages, fringe benefits—Wage in- crease, other improved benefits.
Proctor-Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,160	9,890	July 17 —	—	Wages, hours—
Robbins and Myers, Brantford, Ont.	Auto Workers, Loc. 397 (CLC)	188	2,820	2,820	Nov. 11 —	—	Wages, hours—
<i>Miscellaneous Manufacturing</i>							
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers, Loc. 251 (CLC)	295	6,200	40,330	May 17 —	—	Wages, union security, grievance procedure—
Johnson, Matthey and Mallory Ltd., Toronto, Ont.	CLC—directly chartered	365	1,830	1,830	Nov. 11 Nov. 18	—	Wages, fringe benefits—40¢ an hr. increase in wages and 15¢ in fringe benefits over 2-yr. agreement.
<b>CONSTRUCTION</b>							
Modern Paving, St-Lambert de Lévis, Que.	Building and Woodworkers' Federation (CNTU)	110	2,310	12,100	June 26 —	—	Security of employment—
Several plumbing contractors, Various locations Northwestern Ontario	Plumbers, Loc. 508 (AFL-CIO/CLC)	200	4,200	19,600	July 15 —	—	Wages, other benefits—
Various construction contractors, Edmonton and area, Alta.	Carpenters, Loc. 1237 (AFL-CIO/CLC)	600	9,600	19,800	Oct. 8 Nov. 25	—	Wages—\$1.57 an hr. increase in wages and other benefits over a 28 mo. contract.

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1968 (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			November	Accumulated		
Various construction contractors, Calgary and area, Alta.	International Operating Engineers, Loc. 955 Carpenters, Locs. 1779 and 2103 (AFL-CIO/CLC)	970	14,890	21,960	Oct. 17 Nov. 25	Wages—\$1.52 an hr. increase in wages and other benefits over a 28 mo. contract.
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Inc., Montreal and area, Que.	Railway, Transport and General Workers, Locs. 511-513 (CLC)	120	2,570	6,770	Sep. 13 —	Wages—
Six bus companies, Various locations, Que.	Public Service Employees' Federation (CNTU)	775	16,610	20,390	Oct. 26 —	Wages, hours—
TRADE						
Quebec Liquor Board, Province-wide, Que.	Public Service Employees' Federation, (CNTU)	2,980	49,670	317,310	June 25 Nov. 26	Wages—29 % increase for ware- house employees, 25.5 % for store employees, 23 % for office em- ployees, \$375. retroactive pay.
Chapples and Metropolitan Stores, Fort William and Port Arthur, Ont.	Retail Clerks, Loc. 409 (AFL-CIO/CLC)	117	2,540	4,880	Oct. 3 —	Wages, seniority, union security—
International Harvester Co. of Canada Ltd., Ottawa, Hamilton and Burlington, Ont.	Auto Workers, various locals (CLC)	207	1,660	1,660	Nov. 20 —	Wages, 5-day work week, time and one half for Saturday work, vaca- tions, holidays, other benefits —
PUBLIC ADMINISTRATION						
Local Administration						
City of Vernon, Vernon, B.C.	Public Employees, Loc. 626 (CLC)	104	2,180	4,990	Sep. 24 —	Wages, working conditions—
City of Kelowna, Kelowna, B.C.	Public Employees, Loc. 338 (CLC)	155	3,260	4,190	Oct. 24 —	Wages—
City of Kamloops, Kamloops, B.C.	Public Employees, Loc. 900 (CLC)	186	3,910	4,100	Oct. 31 —	Delay in new contract negotiations —



## H—Employment Fatalities

**TABLE H—Employment Fatalities in Canada During Third Quarter of 1968**

	Agri- culture	For- estry	(1) Fishing	(2) Mining	Manu- factur- ing	Con- struc- tion	(3) Trans- porta- tion	Trade	(4) Fi- nance	(5) Serv- ice	(6) Public Ad- minis- tration	Not Speci- fied	Total	Per Cent of Total
<b>By Industry* and Age Group</b>														
14-19.....	6	2	—	—	1	7	1	—	—	4	—	—	21	9.4
20-24.....	1	6	—	4	2	13	12	2	—	—	1	—	41	18.4
25-44.....	2	12	1	12	13	23	11	3	—	4	2	8	91	40.8
45-64.....	5	4	2	8	10	6	12	1	—	2	5	—	55	24.7
65 plus.....	—	—	1	1	6	3	—	2	—	2	—	—	15	6.7
<b>TOTAL.....</b>	<b>14</b>	<b>24</b>	<b>4</b>	<b>25</b>	<b>32</b>	<b>52</b>	<b>36</b>	<b>8</b>	<b>—</b>	<b>12</b>	<b>8</b>	<b>8</b>	<b>223**</b>	<b>100.0</b>
<b>By Industry and Occupation†</b>														
Farmers (a).....	12	1	—	—	—	—	—	—	—	—	—	—	13	5.8
Loggers (b).....	—	18	—	—	—	—	—	—	—	—	—	—	18	8.1
Fishermen (c).....	—	—	2	—	—	—	—	—	—	—	—	—	2	0.9
Miners (d).....	—	—	—	19	—	2	—	—	—	—	—	—	21	9.4
Craftsmen (e).....	2	3	—	4	20	27	12	3	—	—	1	—	72	32.2
Labourers (f).....	—	—	—	—	8	20	—	1	—	4	3	—	36	16.1
Transport (g).....	—	2	2	1	—	1	16	1	—	1	2	—	26	11.7
Managerial.....	—	—	—	—	1	1	3	1	—	2	—	—	8	3.6
Professional (h).....	—	—	—	—	—	1	—	—	—	2	1	—	4	1.8
Clerical.....	—	—	—	—	—	—	1	—	—	—	—	—	1	0.5
Sales.....	—	—	—	—	3	—	—	—	—	—	—	—	3	1.3
Services (i).....	—	—	—	—	—	—	—	2	—	3	1	—	7	3.1
Not Stated.....	—	—	—	1	—	—	4	—	—	—	—	8	12	5.4
<b>TOTAL.....</b>	<b>14</b>	<b>24</b>	<b>4</b>	<b>25</b>	<b>32</b>	<b>52</b>	<b>36</b>	<b>8</b>	<b>—</b>	<b>12</b>	<b>8</b>	<b>8</b>	<b>223**</b>	<b>100.0</b>
<b>By Industry and Type of Accident‡</b>														
Struck by objects (j).....	1	14	1	7	2	10	3	2	—	2	2	—	44	19.7
Falls and slips (k).....	5	4	2	2	10	20	3	—	—	1	2	1	50	22.4
Collisions, derailments (l).....	2	2	—	2	2	9	23	2	—	5	1	1	49	22.0
Caught in, on, between (m).....	4	3	1	5	3	7	2	2	—	1	1	—	29	13.0
Inhalations (n).....	—	—	—	1	4	1	—	1	—	—	1	—	8	3.6
Conflagrations (o).....	—	—	—	6	3	1	—	—	—	—	—	—	10	4.5
Electric current (p).....	2	—	—	—	3	4	3	—	—	2	—	3	17	7.6
Over-exertion (q).....	—	—	—	—	3	—	2	—	—	—	1	—	6	2.7
Striking against (r).....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s).....	—	1	—	2	2	—	—	1	—	1	—	3	10	4.5
<b>TOTAL.....</b>	<b>14</b>	<b>24</b>	<b>4</b>	<b>25</b>	<b>32</b>	<b>52</b>	<b>36</b>	<b>8</b>	<b>—</b>	<b>12</b>	<b>8</b>	<b>8</b>	<b>223**</b>	<b>100.0</b>
<b>PER CENT OF TOTAL.....</b>	<b>6.3</b>	<b>10.8</b>	<b>1.8</b>	<b>11.2</b>	<b>14.3</b>	<b>23.3</b>	<b>16.1</b>	<b>3.6</b>	<b>—</b>	<b>5.4</b>	<b>3.6</b>	<b>3.6</b>	<b>100.0</b>	<b>—</b>

\*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorption, ingestion and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

\*\*Of these totals, 184 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 39 were obtained from other sources.

# Labour Gazette

Canada Department of Labour

March 1969

Government  
Publications





# Canada Department of Labour Publications

---

*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1968.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

*Industrial and Geographic Distribution of Union Membership in Canada, 1967.* (English or French). Price 15 cents, Cat. No. L31-767.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00 (Bilingual). Cat. No. L2-549.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price \$4.50, Cat. No. L31-967F.

*The Behaviour of Canadian Wages and Salaries in the Postwar Period.* 1967. A graphic presentation. Price \$1.50, Cat. No. L41-567.

*Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal.* 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price \$2.50, Cat. No. L41-667.

*Payment Systems and their Development in the Railway Running Trades.* 1968 By Maxwell Flood. Price \$1.25, Cat. No. L41-768.



# labour gazette

Vol. 69, No. 3, March 1969

## Official Journal Canada Department of Labour

Hon. Bryce Mackasey  
*Minister*

J. D. Love  
*Deputy Minister*

### Editorial Staff

*Editor in Chief*  
W. S. DRINKWATER

*Editor*  
JACK E. NUGENT

*Editor, French Edition*  
GEORGES D'ASTOUS

*Assistant Editor -  
Production and Promotion*  
FRANK L. DUBERVILL

*Staff Writers*  
R. J. LYLE  
SHIRLEY M. PLOWMAN  
KATHLEEN E. WHITEHURST  
R. W. WILKINSON

*Circulation Manager*  
J. E. ABBEY

### Cover Photograph

Control tower in a Winnipeg railway yard. Four operating railway unions have merged to form the 280,000-member United Transportation Union and a new settlement has been reached between Canadian railways and non-operating employees.

See pages 144 and 152.

*NFB photo*

## CONTENTS

- 138 Systems Analysis, by C. Roy Brookbank
- 143 Department of Labour Today
- 144 Preventive Mediation
- 146 News Briefs
- 151 Milestones
- 152 Birth of the UTU
- 154 Policy Proposals to Combat Price Increases  
UIC Insurance Registrations
- 156 Major Collective Agreements—Part I
- 160 Labour Relations Act for Construction Industry?  
Construction Employers' Associations
- 161 Quebec Liquor Board Strike
- 162 Review of 1968—Outlook for 1969
- 163 Distribution of Union Membership
- 168 Alternative to Industrial Tribunal
- 169 50 Years Ago
- 170 Legislation  
Legal Decisions
- 175 Certification
- 176 Conciliation
- 177 Older Workers
- 178 Labour-Management Consultation
- 179 Manpower Utilization
- 180 Railway Arbitration
- 181 Employment Review for December
- 182 Decisions of the Umpire  
Wage Schedules
- 183 Price Indexes
- 184 Unemployment Insurance Report—October
- 185 Publications
- 189 Statistics Section; Current Labour Statistics

The LABOUR GAZETTE, published monthly in English and French by the Canada Department of Labour, Public Relations and Information Services Branch, David R. Monk, Director, is listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences. CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada and foreign:

single copy, 50c; 1 year \$5; 2 years \$9; 3 years \$10; 5 years \$16. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—\$7.50 a copy. CHANGE OF ADDRESS—Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.



# Systems Analysis In Canadian Employer-Union Relations

By

Prof. C. Roy Brookbank

Change is needed in the present Canadian model of employer-union relations, says Prof. Roy Brookbank of Dalhousie University. But, from the viewpoint of systems analysis, the change must resolve the problems without seriously disrupting or destroying the equilibrium of the processes and systems of the existing model.

**E**MPLOYER-UNION relations as we know them in Canada today have evolved from the "voluntary" association of each side with the other in "processes" of collective bargaining and grievance handling. Wendell French, Professor of Personnel and Industrial Relations at the University of Washington, defines a process as "a flow of interrelated events moving towards some goal, purpose or end." Frequently employers have not been overly enthusiastic about dealing with unions, but the right of workers to organize themselves into groups for bargaining purposes has been well established, and the ground rules for bargaining and grievance handling allow the parties substantial freedom for manoeuvring. The role of government, at the provincial and federal levels, has been twofold. On the one hand, government has guarded the public interest by ensuring that the power struggles of the two parties have been confined to the legislative ground rules; on the other, government representatives have served as impartial conciliators when negotiations between the parties have become deadlocked.

Although no pattern of employer-union relations based on volatile bargaining and supported by a power balance can be expected to work perfectly, the processes currently used across Canada have achieved—in the majority of cases—some very important social and economic purposes. In collective bargaining, the primary goals have been as follows:

1. to determine the workers' share of the "economic pie" as a result of bargaining within an individual company or industry, but with ultimate implications for the total economy;
2. to stabilize employer-union relationships for a given period through a collective agreement, allowing management to plan operations with confidence during that time; and
3. to decide from time to time which facets of the work-life of employees should come under the collective agreement and thus be subject to bilateral control.

In broad terms, the processes for handling grievances have

achieved the following primary objectives:

1. the dissemination of justice under the terms of the agreement; this is of vital significance to workers;
2. the preservation of stability in the employer-union relationship; this is of primary importance to management; and
3. the discovery in application of those problem areas in management-employee relations which the collective agreement has not adequately covered; presumably this is important to both parties.

For their effective operation in achieving the goals of collective bargaining and grievance handling, the methods we have developed depend on a reasonable balance of power between employer and union that provides an equilibrium for self-determination. In other words, our voluntary processes of collective bargaining and grievance handling work reasonably well for the most part when each side respects the power and legitimate role of the other. Starting from such an "armed truce" relationship, it has become possible for a company and a union to create between them a fine balance of contacts that enables them to make reasonable progress in goal achievement as outlined above. In the language of this age of computers, this is the "model" for collective bargaining and grievance handling in Canada on the individual enterprise level.

Although this model pinpoints the central functions and relationships, it cannot include the many details of collective bargaining and grievance handling in real life, nor can it consider the amazing complexity of checks and balances required to maintain equilibrium. Details vary in every situation, and we tend to rely upon legal and economic expertise to interpret them in a given circumstance. We are not as prone, however, to recognize the importance of the many small groups or committees, composed of representatives of both sides, whose responsibility it is to "police" the main processes. Each of these small groups becomes a self-contained "system" that has a facilitating



Prof. Brookbank

fect on one or more aspects of the processes of collective bargaining and grievance handling. As defined by French, a system is "a particular linking of components which has a facilitating effect, or an intended facilitating effect, on the carrying out of a process."

Let us suppose, for example, that there is a clause in the agreement that sets forth the rights and responsibilities of both company and union members in the event of worker displacement through automation. Although the agreement provides guidelines, each displaced worker must make a degree of individual adjustment to them. Handling such details becomes the responsibility of a small group composed of company and union representatives who develop a sense of teamwork in the course of handling many cases. Without systems like these, which can often facilitate the conclusion of agreements as well as the administration of them, the purposes of our two major processes would not be accomplished so effectively.

The importance of these continuing systems, of which there are thousands throughout the country, in maintaining a reasonable degree of equilibrium in our labour-management processes—as in my opinion—been grossly underestimated. This may be due in part to our pre-occupation with the legal and economic criteria that are usually more visible in labour-management conflicts. In any event, if we continue to ignore their importance as we try to analyze present problems and develop solutions for them, we run the risk of jumping "out of the frying pan into the fire."

We must remember that these systems, both formal and informal, have developed in support of a model of collective bargaining and grievance handling based on the voluntary association of employers and unions, and in situations where the power of one side reasonably balances the power of the other. The pattern works best where system members are motivated—through a cumulative increase in their feelings of involvement and achievement—to handle problems or deviations constructively, and often to anticipate and resolve crises before they

crystallize. This kind of motivation is not generated by fear or compulsion.

The model is relatively simple, but the real-life situation is very complex. A major change in any point in this process-systems continuum—by legislation or otherwise—stands a very good chance of causing disruption and adversely affecting motivation by forcing change in other related parts, thereby destroying an equilibrium that has been responsible for the success of our present pattern, imperfect though it may be.

At this point in time, most people are more concerned with the imperfections of the Canadian pattern than with its achievements. There are four problem areas in particular that reflect imperfections and demand the attention of governments, federally and provincially. They include the following:

1. illegal work stoppages, particularly those that violate agreements, disrupt stability, and place production deadlines and profits in jeopardy;
2. legal strikes of large magnitude, long duration or affecting "essential" services, any or all of which can have serious implications for the public interest;
3. the need for increased productivity and efficiency in the face of expanding foreign competition, coupled with the need for higher incomes for the work force in all industries and geographic areas; and
4. the reduction of unemployment, particularly that which arises from worker displacement through automation and technological change.

Let us consider each of these problem areas from the model, process and system viewpoint developed previously.

In the short run, the adverse effects of illegal work stoppages are felt most severely by management, because they undermine those collective bargaining objectives, such as stability, that are most important to employers. In the long run, however, the sustained or increased frequency of illegal work stoppages will produce equally negative results for unions, because they break the ground rules established between the parties for reaching agreement and handling grievances. Erratic and seemingly irresponsible behaviour disrupts not only the processes of the model, but also its thousands of systems, with the result that new kinds of checks and balances enter the picture, and the general pattern begins to change—with or without legal controls.

For example, the management of a company that is frequently the target of illegal work stoppages will soon lose confidence in the union leaders with whom it has been negotiating. Depending upon the circumstances and past relationships, one or more of several courses of action may be taken. The employer may become suspicious; militant and even hostile, to the point where all of those areas of contract administration that depend on a degree of mutual trust and flexibility for best results may become stultified. Increased emphasis may be placed on the letter, rather than the spirit, of the agreement. Management may even attempt to circumvent formal union leadership in an effort to reach those responsible for the disruptions. It is also probable that management, perhaps through the appropriate trade or industrial association, will attempt to put pressure on government to legislate controls. If the illegal work stoppages

Prof. C. Roy Brookbank is at present on the staff of the Department of Commerce and School of Business, Dalhousie University Halifax, N.S. He was formerly head of the Industrial Relations Section of the university's Institute of Public Affairs. Prof. Brookbank is a former vice-president of the Canadian Industrial Relations Research Institute.





stem from internal malfunction of the employer-union pattern, legislation may control the effects of stoppages without confronting the causes. In that event, it could be more harmful than helpful to the long-term employer-union relationship.

Generally speaking, illegal work stoppages therefore pose a greater threat to the internal pattern of employer-union relations, and to the important goals that are achieved by that pattern, than they do to the general public. In the long view, the two parties have much more to lose than does government or the public at large. Is it not reasonable to expect employers and unions to have not only the motivation but also the ability to resolve this kind of problem internally and with better results than could be achieved by the imposition of external controls? Unfortunately, they are not organized for joint consultation at the national level to do this at the present time; in some areas at the provincial level, elementary employer-union organization that might handle this kind of problem is just beginning to emerge.

Large strikes, long strikes and those affecting essential services do not—so long as they are legal—disrupt the established pattern of labour-management relations in Canada. Indeed, the possibility of strikes and lockouts is always present and constitutes an essential factor in the balance of power from which the model generates its equilibrium and achieves its effectiveness. On the other hand, the adverse effects of these developments are felt more severely by those who have no direct power and influence over the internal relationships. The problem then becomes one of direct concern to government as protector of the public interest if the bargaining parties cannot—or choose not—to meet their larger responsibilities.

The present Canadian model of employer-union relations is not adequate to the task of controlling these problems internally. It is designed to provide a high degree of local autonomy on both sides, but there exists both provincially and nationally an inter-organizational vacuum that makes joint consultation and control at a higher level impossible. If it becomes necessary for government to fill this vacuum—and there seem to be no alternatives on the immediate horizon—then government faces a major challenge. From the viewpoint of systems analysis, that challenge becomes one of developing controls that will effectively resolve the problems without seriously disrupting or destroying the equilibrium of the processes and systems of the existing model.

It is important to acknowledge that, with a few exceptions, government at the federal and various provincial levels has made some progress in this direction, even though much remains to be done. The principle of extending agreements to cover designated industries in geographical areas, the pattern of “ad hoc” intervention in the form of arbitration or the Industrial Inquiry Commission, and the concept of a “cooling off” period before strike or lockout action are all examples of increased control without fundamental disruption of the model.

How far these methods can be extended without seriously undermining the premise of voluntary association through power balances remains a question still unanswered. It is my contention that the enactment of Bill 33 in British Columbia, has already moved that province past the point where the equilibrium of the traditional Canadian model can be preserved.

At this point, it may be worthwhile to emphasize that the preservation of our existing model, with its two major processes and the manifold systems that maintain those processes in equilibrium, is not regarded as a necessarily desirable objective in itself. If the systems analysis approach outlined briefly in this article appears unduly academic as a method for coping with current problems in employer-union relations, bear in mind that it attempts to describe a pattern that has been reasonably effective in achieving the important social and economic goals outlined at the beginning. Any pattern which replaces it must do likewise.

Our traditional pattern of employer-union relations has not always resulted in stability. On the contrary, the principle of voluntary association based on a balance of power contains implicit recognition of the fact that short-term stability will sometimes have to be sacrificed in the interests of the long-term achievement of broad social and economic goals. If our objective in resolving present problems is stability at any price, then it becomes important to understand the total implications of that course of action. It is altogether possible that stability—desirable as it is—might be achieved by methods that result in sterility of the traditional pattern.

This brings us to the third problem area mentioned previously—that of increasing our productivity and efficiency in the face of expanding foreign competition. Often it appears to management as if union members are either uninterested in helping to increase productivity or, to make matters worse, are deliberately resisting efforts in that direction. To the unions, it is apparent that increased productivity will mean greater returns to shareholders, but it is not at all apparent that it will benefit the workers who help to achieve it—unless, of course, the union applies extra pressure at the bargaining table. Indeed, union members fear that increased productivity will, as often as not, bring reductions in the work force and unemployment for their union brothers.

In my view, this is the key problem area in Canadian industrial relations today, and it is one that will not be resolved by restrictive legislation that curtails the voluntary use of power by either party. On the contrary, restrictive legislation designed to achieve stability in relation to other problems may inadvertently undermine the capacity of both parties—through voluntary association—to devise methods for achieving increased productivity on a mutually satisfactory basis. It may divert more of the energy and ingenuity of both parties away



positive solutions to the major problem and toward negative attacks upon legal restrictions that curtail traditional freedom.

Present man-hour output in Canada is good enough to provide us with one of the highest standards of living in the world. This standard has been achieved within the framework of labour-management relations based on the principle of voluntary self-determination through a balance of power. If restrictive legislation, introduced into the model for the purpose of achieving greater stability, upsets the thousands of systems that have made our present rates of productivity possible through the day-to-day administration of collective bargaining and grievance handling processes, then governments responsible for that legislation must also devise new ways for increasing profits and wages through greater productivity. Aside from the cost of that replacement—or even policing—of these thousands of voluntary systems would require personnel and finance far beyond current government resources, the present voluntary pattern of Canadian labour-management relations would be transformed unavoidably into one of virtual state control. This would be the cost of “stability” at any price!”

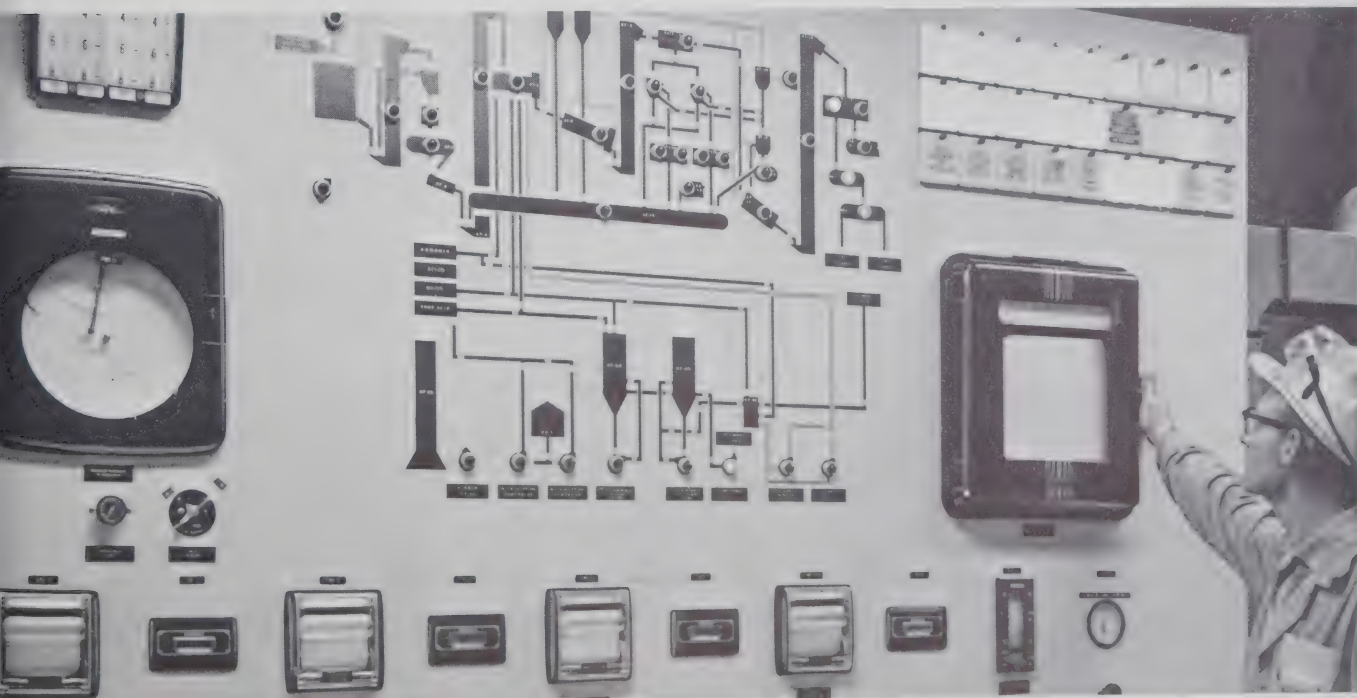
Let us look briefly, from the viewpoint of systems analysis, at the fourth problem area, that of worker displacement through automation and technological change. In the first place, both unions and employers know that automation or technological change is not a problem; it is a fact of life that gives rise to problems. Without it, we cannot hope to maintain, let alone increase, our present productivity and living standard in the face of world competition. The real problem is worker displacement that threatens to deny a fair share of the increased productivity through automation to thousands of Canadians who may find themselves jobless as a result of it.

Can this problem be handled through our present pattern of self-determination alone? The answer is no, because certain aspects of the problem are provincial or even national in scope,

and our labour-management relationships are not yet sufficiently organized for problem-solving and decision-making jointly at those levels. Can the problem be resolved by government legislation at either level? If that means restricting the rights of employers to introduce any form of technological change without union consent, then this arrangement may temporarily eliminate the problem of worker displacement through widespread union resistance to change; but it may produce severe long-term unemployment, resulting from the inability of employers to maintain their international markets against foreign competitors who face no such restrictions. Conversely, if the legal restrictions require employers to accept certain responsibilities for displaced workers while leaving management free to introduce changes, it may be the only solution that provides optimum consideration for both short-term and long-term consequences at the present time.

The best way for employers and unions to cope with the problem of worker displacement is by the insertion of appropriate clauses in their collective agreements, preferably on an industry-wide basis. Experience shows that, although problems of worker displacement have certain characteristics in common, each displaced worker must receive a certain degree of individual attention according to his unique circumstances. It is most often at this level that the thousands of systems that have developed out of our voluntary pattern of self-determination become vitally important. Externally imposed legislation seldom produces the mutual trust and confidence, together with a sense of commitment to a bargain, that is required to produce mutually satisfactory solutions to thousands of individual displacement problems. Neither can these be achieved by academic discussion about the state of the national economy.

This article has been concerned with a systems analysis of the present pattern of labour-management relations in Canada. Among other signs, the analysis indicates that it is time for employers and unions—even more so than government—to



is preferable for employers and unions to cope with automation and worker displacement by “the insertion

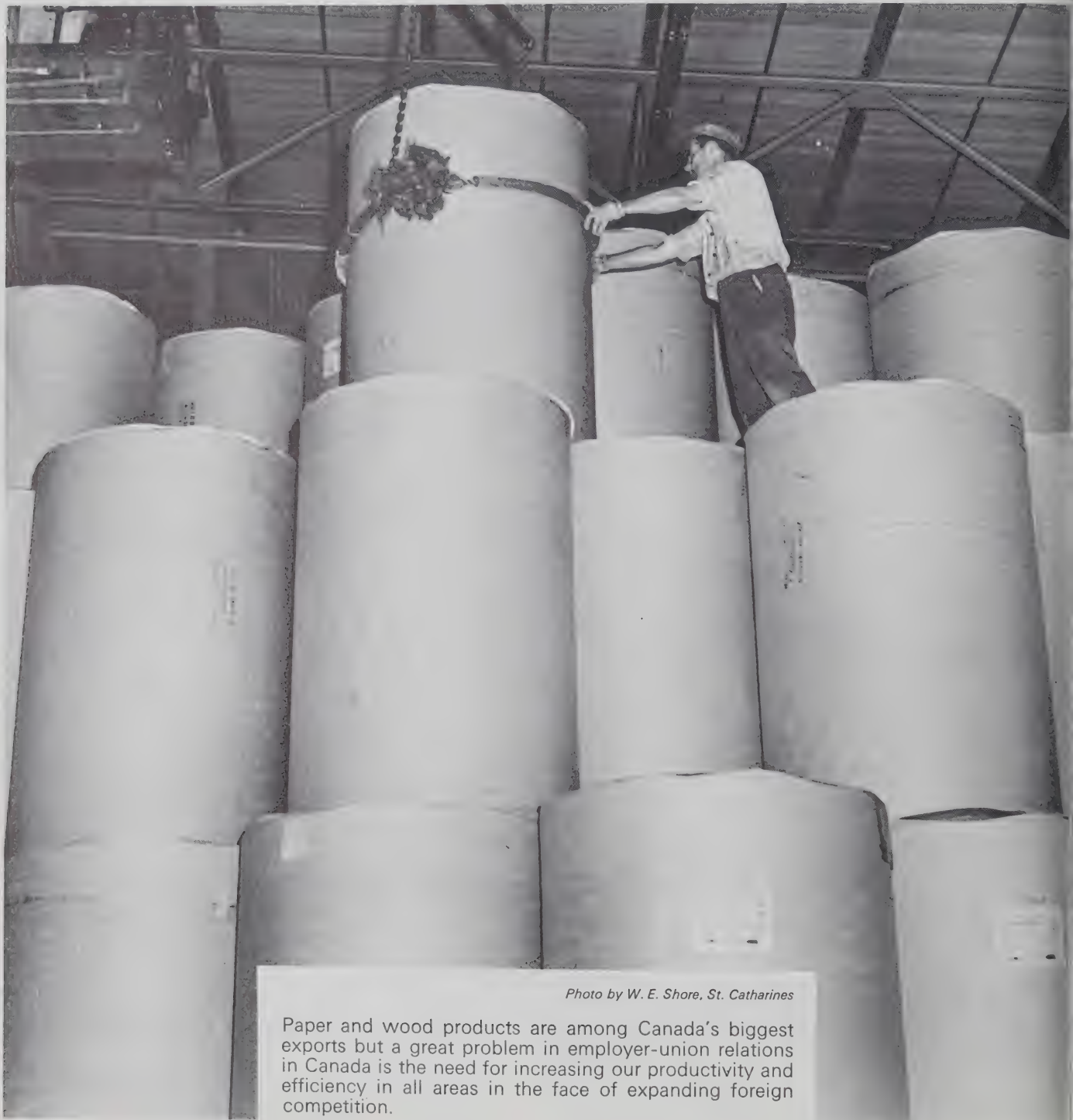
of appropriate clauses in their collective agreements, preferably on an industry-wide basis.”



identify the significant weaknesses in their inter-organizational relationships, and to do something about them jointly if they wish to retain control and initiative. This is their primary responsibility to one another and to the general public. If the parties themselves do not take the required action, governments will be pressured into doing so. Although this alternative may become necessary through labour-management default, the best solutions introduced by the wisest governments cannot preserve, let alone extend, a pattern of voluntary self-determination in employer-union relations.

At the provincial and national levels, unions and employers' organizations should be engaging in joint analysis of these

problems with a view to extending their scope for self-determination by expanding their currently inadequate model of labour-management relations. Those who will quickly find a thousand reasons why this cannot be done should take a look at recent trends in the construction industry. It is not sufficient, however, simply to analyze the problems; innovations must be made in relation to the total model in ways that will strengthen its processes and utilize its systems toward more effective joint consultation and control at higher levels. This approach demands statesmanship in the top echelons of both groups. If it is not forthcoming, and without delay, senior leaders on both sides will have to share responsibility for the consequences.



*Photo by W. E. Shore, St. Catharines*

Paper and wood products are among Canada's biggest exports but a great problem in employer-union relations in Canada is the need for increasing our productivity and efficiency in all areas in the face of expanding foreign competition.



## Air Canada Strike Averted

A strike arising from a dispute between Air Canada and the Canadian Air Line Employees' Association, which represents about 2,200 ticket agents and switchboard and communication personnel, was averted in December 1968 through the personal intervention of Hon. Bryce Mackasey, Minister of Labour. During the late summer months of 1968, T. B. McRae, the Department's Chief Conciliation Officer for the Ontario Region, was appointed to deal with the dispute, and he made strenuous efforts to bring the parties to an agreement. Although his conciliation moves were not successful, Mr. McRae was able to reduce the great number of issues in dispute, and he recommended that a board of conciliation be established.

The board was fully constituted on October 28, 1968, at which time the Minister of Labour appointed Judge René Lippé of Montreal as chairman when the other two members, representing union and management, failed to agree on the choice of a person to act as chairman. The company nominee was H. McDermott of Montreal, and the union nominee was D. M. Fisher of Stittsville, Ont. The report of the board was sent to the Minister on November 27, but it made no recommendations on the issues in dispute.

On December 2, the Minister sent telegrams to Judge Lippé, the board members and the parties, in which he instructed the chairman to reconvene the conciliation board to make a further report containing recommendations on the principal economic and non-economic issues. Through such action, the original report was considered not to have been received by the Minister until the second report was made. Judge Lippé, however, became ill and was ordered by his doctor not to continue his work on the board. The Minister appointed T. C. O'Connor of Toronto as chairman to replace Judge Lippé. Mr. O'Connor opened hearings on December 6 in Toronto, and these continued until December 8. The board adjourned on December 9 and began hearings again in Montreal on December 10. The day before the board met, the union implemented a work-to-rule slowdown.

The board held continuous sessions beginning on Tuesday, December 10. On Wednesday, after all-night negotiations, the talks arrived at an impasse, and Mr. Mackasey entered the dispute at about 10 a.m. on the Thursday. After round-the-clock negotiations—led by the Min-

ister who, according to one report, "negotiated from his bed"—a settlement was reached in the early hours of Saturday, December 14. The Minister was assisted by Bernard Wilson, Assistant Deputy Minister, and Mr. McRae, the conciliation officer earlier in the dispute.

## CBC Dispute Settled

Two days of 24-hour mediation sessions on December 19 and 20, 1968 resulted in the settlement of a dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians. The union represents about 1,700 technicians, television cameramen and audio specialists.

When conciliation services by J. S. Gunn, Assistant Director, Conciliation and Arbitration Branch, failed to achieve a settlement, the matters in dispute were referred to a conciliation board. The board was fully constituted by the Minister of Labour when he appointed His Honour Judge Walter Little, of Parry Sound, Ont., as Chairman. He was selected by the other two members of the board, J. W. Healey, Q.C., the corporation nominee, and Miller Stewart, the union nominee.

Several hearings of the board were held during September and October. The report of the Board was received by the Minister on October 22. Because it contained no findings and recommendations, the Minister of Labour requested that Judge Little reconvene the board and make a further

The final terms of settlement gave the employees an 8-per-cent-wage increase over a one-year agreement, effective August 1, 1968. Fringe benefits garnered under the new contract included expanded provisions for vacations and statutory holidays.

report, including recommendations on the principal economic and non-economic issues connected with the dispute.

The parties entered into hard bargaining before the board and, on December 12, produced a unanimous report for the Minister. The report recommended cumulative wage increases of: 7 per cent, effective July 1, 1968; 6 per cent on July 1, 1969; and 6 per cent on July 1, 1970. The term of the agreement was to be for a period of three years from July 1, 1968 to June 30, 1971. The board also made recommendations on other issues.

The board's report was generally acceptable to the corporation and the union, but further discussions broke down on five items, including the application of retroactive wage adjustments. Mediation services were provided by Bernard Wilson, Assistant Deputy Minister of the Department, assisted by Mr. Gunn, who had been conciliation officer earlier in the dispute. All of the outstanding issues were settled, and the parties agreed to enter into a new collective agreement that would implement the specific and general recommendations of the board.

## A Busy Year for Conciliators

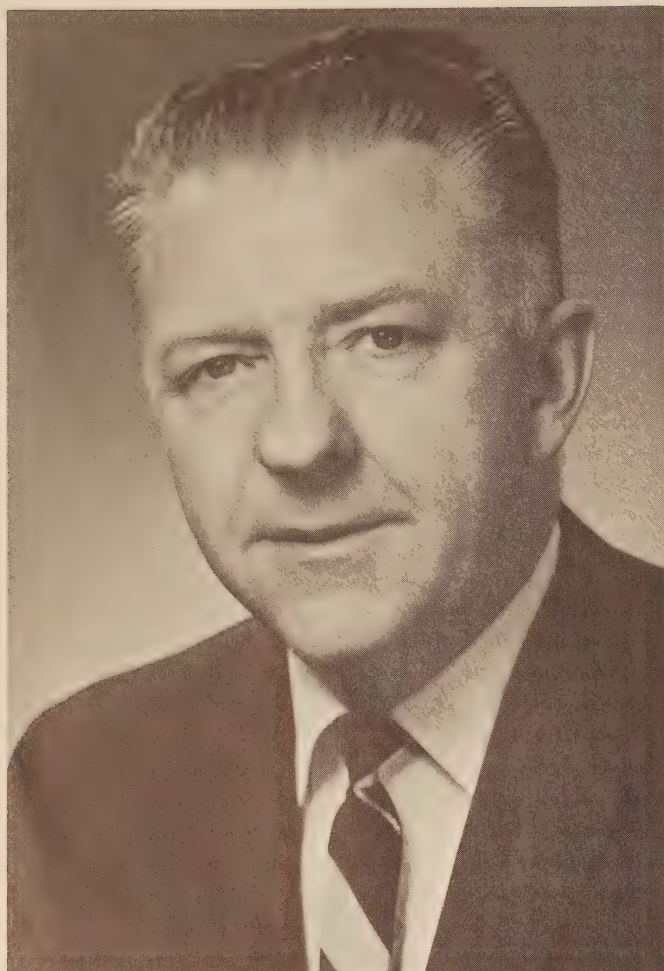
The Conciliation and Arbitration Branch of the Department during 1968 handled its heaviest case load since the Industrial Relations and Disputes Investigation Act was enacted in 1948. Out of a total of 162 collective bargaining disputes, 129 were handled to finality, of these, 121 were settled without work stoppage, through the efforts of conciliation officers, conciliation boards and departmental mediators. Eight disputes went to the strike stage.

Conciliation officers settled 99 disputes concerning some 11,144 workers in industries governed by federal labour legislation. A further 19,469 workers were affected by 22 settlements reached at the conciliation board stage, in post-conciliation board negotiations, and through the efforts of departmental mediators. The

eight strikes involved 3,808 workers. Of these eight, five were subsequently resolved by further mediatory work by the Department.

The major federal work stoppages during the year occurred in the St. Lawrence Seaway and the Lakehead Grain Elevator disputes (L.G., Oct. 1968, p. 587; Dec. 1968, p. 693). The other six concerned minor trucking and bus operations, air line services, flour mills, mining and communications. As of December 31, 1968, thirty-three disputes were in various stages of handling by conciliation officers and boards. The recent settlement between the Canadian Railways and their 75,000 non-operating employees is not included in this summary, as ratification is pending (see page 144).





W. P. Kelly

# Preventive Mediation

The signing of the 1969-70 agreement between non-operating employees and the railways has been hailed across Canada as a breakthrough in industrial relations.

**T**HE CORNERSTONE of a new foundation for contract negotiations was laid at the close of 1968 with the signing of a memorandum of settlement between seven Canadian railway companies and their 75,000 non-operating employees. This settlement was unique because it was the first time in Canadian railway history that an agreement had been signed prior to the expiration of the old one.

The major consequence of this achievement is that, for the first time, Canada avoided what one newspaper columnist termed "the stylized ritual of collective bargaining on the railways that has made a mockery of the bargaining process." This was made possible through a new preventive mediation service conceived by Hon. Bryce Mackasey, the Minister of Labour, to bring about harmonious settlement of negotiations before they reached the point of becoming protracted disputes or open warfare between opposing parties. The new plan included use of the services of a top mediator, W. P. Kelly, Director of the Department's Conciliation and Arbitration Branch. Mr. Kelly sat in on the railway negotiations from the beginning, and he proved that mediation could help the parties reach settlement and not hinder them or interfere with the process of free collective bargaining. The plan was a complete success, and settlement was reached in less than three weeks on December 23, 1968, as much as 8 days before the expiration of the existing contract. The new two-year contract will be in effect from January 1, 1969 to December 31, 1970.

The key provisions of the new agreement deal with job security and pay. The issue of job security was being negotiated for almost a year prior to the commencement of bargaining. Mr. Kelly's only direct involvement in the job security negotiations was to counsel the parties when the talks ran off the rails a couple of times. His objective was to bring finalization to the job security agreement so as to have it completed and signed in conjunction with the master agreement.

The clause ultimately agreed upon is one of the most comprehensive ever negotiated in Canada concerning job security and technological change. Its provisions cover: labour mobility and relocation; severance pay; supplementary unemployment insurance benefits in the case of both layoff due to loss of traffic, and replacement through technological change; purchase of houses; and fair market value for houses in a community that is becoming a ghost town. The terms are patterned after the recommendations contained in the Freedman report (L. G. 1966, p. 4) in that they provide alternatives in the event of technological change, and include provisions calling for negotiation of matters not included in the agreement.

The unions had asked originally for a 32-per-cent wage increase over a two-year period. The negotiated settlement gave the railway workers a wage raise of 6½ per cent effective January 1, 1969 and a further raise of 6½ per cent effective December 31, 1969. In addition, the fringe benefit provisions of the settlement were increased. Henceforth, the full cost of premiums under the employee health and welfare benefit plan will be paid by the companies; previously they had footed 50 per cent of the bill. Also included was an increase of \$1000 in the life insurance coverage for employees participating under the benefit plan. Weekly indemnity benefits have been raised



from \$55 to \$60, and the sum will be payable for 26 weeks instead of for 13 weeks.

Railway employees will now receive three weeks vacation with pay after 10 years, and four weeks after 18 years. Under the old contract they were given three weeks after 12 years service, and four weeks after 22 years. The number of statutory holidays has been increased to nine from eight. As for layoffs in the railway industry, four working days advance notice is required when regularly assigned positions are about to be abolished, except in cases where a longer period of advance notice has been specified, and except in the event of a strike in the industry, when as much advance notice as possible will be given.

Notice to bargain was served to the railway companies as usual on November 1 by the eight unions that represent more than 75,000 non-operating railway employees. These are the men and women who work in stations, freight sheds, yards and offices. They also include train porters and other employees who are not concerned with the actual running of the trains but without whom the railways could not operate. The unions were: Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees; Transportation-Communication Employees Union; International Brotherhood of Firemen and Oilers, Power Plant Operators, Helpers, Roundhouse and Railway Shop Employees; Brotherhood of Railroad Signalmen; United Telegraph Workers; Canadian Brotherhood of Railway, Transport and General Workers; Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants; and Brotherhood of Maintenance of Way Employees. The employers included Canada's two major railway companies, Canadian National Railways and the Canadian Pacific Railway Company and five smaller ones: Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central Railway; The Midland Railway Company of Manitoba; and the Cape Breton Development Corporation (Coal Division).

The difference on this round of negotiations was that the parties met once and agreed to call in Bill Kelly of the Department's Conciliation and Arbitration Branch to try out the new system of preventive mediation. Mr. Kelly met with the parties on December 5 and set a deadline for the talks on December 20. Prior to this, Mr. Kelly had held private meetings with the vice-presidents of the railways and the union negotiators as far back as October 22 to explore the possibility of holding this type of mediation. The talks continued until November 28. It was shortly after this that the two parties requested Mr. Kelly's services to assist them in their negotiations and in the concluding of the collective agreement. This procedure eliminated the conciliation stage by by-passing the conciliation officer stage and applying directly for a conciliation board. The difference was that mediation with Mr. Kelly was substituted in place of the board.

Will preventive mediation spell the end of the "crisis bargaining" that has plagued labour relations in the Canadian railway industry and led to two major national strikes since World War II? Crisis bargaining will never be eliminated entirely, Mr. Kelly points out. But labour and management have now demonstrated that they are capable of sitting down and negotiating a contract without the assistance of a conciliation board, without government intervention and legisla-

tion, and without precipitating the events that have traditionally followed in the wake of railway negotiations. The crowning achievement, of course, is that they have created a new contract before an existing one expired. Hopefully, Mr. Kelly says, this precedent in contract settlement between railway management and the non-operating workers will be explored by other key industries seeking a catalyst for harmonious negotiations.

Mr. Kelly explained during a *LABOUR GAZETTE* interview that the preventive mediation concept is based on the premise that disputes are less difficult to cope with if mediation is begun before the respective positions of the bargaining parties become fixed.

The Department of Labour is now considering the use of specialists in order to bring about a further upgrading in the quality of its conciliation services. These persons would be recruited from outside the Government to augment the services of the Department's field officers, and each one would become an authority on the industrial relations complexities and problems of a specific industry. Their assistance would be offered at both ends of the labour-management bargaining spectrum—consultation and conciliation. Such a staff of skilled mediators would hopefully be able to step into potentially explosive labour disputes at an early date and assist the parties to reach settlement short of the strike stage.

A call for the use of mediation services to help labour and management reach agreement in industrial disputes was contained in a brief presented by the Canadian Railway Labour Executives' Association to the Prime Minister's Task Force on Labour Relations early in 1968. The real impetus to using preventive mediation techniques, however, came from the dire warnings in the press that the "ritual dance" of collective bargaining in the railway industry was about to begin. This provided Mr. Mackasey with the opportunity to make "a trial run of an idea" conceived originally by him to prove that needless conflict in collective bargaining negotiations could be avoided through preventive mediation.

A skilled mediator can assist in negotiations of this type by probing and ascertaining the basic positions of the parties and bring them together, while keeping their formal postures intact. A mediator can accelerate or decelerate the tempo of negotiations, depending on the reigning mood: If the parties reach a deadlock that threatens to disrupt the talks, he can set the issue aside; or he can accelerate the pace and obtain commitment to the proposition of a general settlement. In essence, the job of any mediator is to help opposing forces to negotiate with each other on occasion when tempers are frayed, and to help them reach agreement without leaving "blood all over the floor."

Mr. Kelly has emphasized that the success of mediation services is entirely dependent upon the two negotiating parties. "If you don't have acceptance by the parties, you might as well give up before you start," he said. "You can't force an entry into the situation. I must say that I had complete acceptance from both the railways and the unions — not only at the outset, but also when it was over. In certain critical industries, where there may be some necessity to bring in government intervention if the talks don't lead to agreement, we can help them — not hinder them — with the mediation service."



### Auto workers' assistance extended for 18 months

Auto workers adversely affected by the Canada-United States Automotive Agreement will benefit from an extension of the Transitional Assistance Benefit program and a relaxation of the eligibility rules. In an announcement to the Commons on December 18, 1968, Hon. Bryce Mackasey, Minister of Labour, said that the TAB program, which was to have ended on December 31, 1968, will continue for another 18 months until June 30, 1970.

Mr. Mackasey said that an employee would be eligible if he has worked in the auto industry for 16 of the previous 52 weeks, and he would now receive one week of benefit for every two weeks worked during the previous two years.

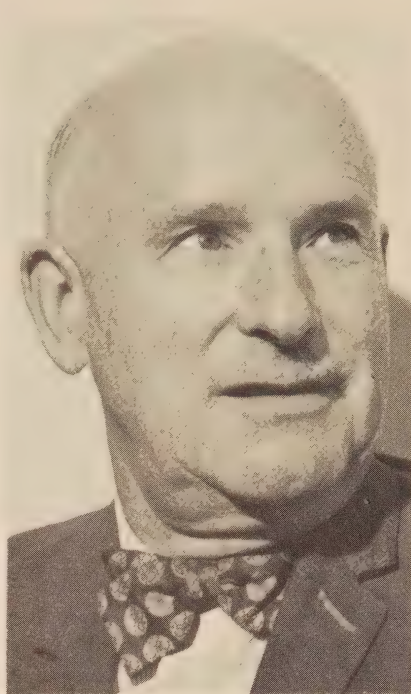
The old formula provided four weeks of benefits to all who had worked 30 weeks in the previous 52, with one extra week of benefit for every additional week worked in the year, and one week for every two weeks worked in the previous year.

"The 52-week maximum benefit is retained but, with the shorter qualifying period, this change will allow a longer benefit period for employees with short service in the industry," the Minister explained. "It is proposed that this change be made retroactive to November 22, 1968."

The final cut-off point for receiving TAB benefit will be June 30, 1973, assuring every worker a three-year eligibility period despite his certified layoff time. Previously, payments were scheduled to end in December 1969, one year after the last date of eligibility. This meant that a worker entitled to draw Supplementary Unemployment Benefit for a year would have to take that first and would not have an opportunity to receive TAB benefits.

It is expected that, in almost every case, TAB will be drawn first as it would be economically advantageous to the employee.

TAB and Unemployment Insurance Benefits together range from 62 per cent (plus an additional 2½ per cent for each dependant) to a maximum of 75 per cent of the employee's previous earnings. The maximum may be as high as 65 per cent of the weekly average of both wages and salaries for the industry as a whole. Although TAB augments unemployment insurance, if an employee's Unemployment Insurance Benefit runs out while he is still entitled to TAB, then the TAB program will pay the whole amount.



Gordon W. Wilson

### Department of Labour's Chief Librarian retires

Gordon W. Wilson, Chief Librarian of the Canada Department of Labour for 23 years, retired on January 31.

Born in Perth, Ont., and a graduate of Queen's and Columbia Universities, Mr. Wilson recalls how he bicycled through Hastings County, 30 miles north of Belleville, carrying a 30-pound pack of aluminium utensils to sell to farm housewives.

The year was 1924, he was working his way through university, and he netted a clear \$2,000. "Anyone who really wants to go to university can get there," he claims. When Columbia University opened classes in Library Science in 1926, Mr. Wilson was one of the first students to enroll. He received his degree from Columbia in 1927, and spent the next two years on the library staff of the University of Rochester.

In the 1930's, Mr. Wilson taught high school at Ingersoll, Niagara Falls and Ottawa. During the war, he was a physical training and drill officer at RCAF bases in Ontario and Prince Edward Island. A keen athlete, he participated in various sports and won a number of trophies.

His first job with the federal Public Service was in the Library of Parliament, where he served from March 1945 to May

1946. His long service as Chief Librarian of the Department of Labour began in May 1946.

What he leaves behind is one of the most resourceful libraries in the country, an institution capable of supplying, on the shortest possible notice, industrial relations information required anywhere in Canada by labour unions, companies, mediators and officials at all levels of government.

### New York teachers end five-week strike

New York City's 1.1 million public school pupils returned to classes on November 19, 1968 after a five-week teachers' strike involving 50,000 teachers. It was the third teachers' strike since September 9, 1968.

The dispute was precipitated by the refusal of a district governing board in Brooklyn to reinstate a group of 79 teachers, members of the United Federation of Teachers, whom the board considered unacceptable in the predominantly Negro and Puerto Rican district. The union had originally asked for dissolution of the district and the removal of its governing board, chief administrator and principals, but it finally settled for removal of those who had actively opposed the return of the union teachers, and those district teachers who had harassed the UFT members.

Mayor Lindsay and the Board of Education had argued that there was no basis for removing any of the district's principals until formal charges had been filed and upheld. The Appellate Division of the Supreme Court, however, upheld a lower court ruling that the principals had been illegally appointed by the City Board of Education because regular Civil Service procedures had not been followed.

Three principals were temporarily suspended as a result of the settlement. Other terms included the state appointment of Herbert F. Johnson, an Associate State Commissioner of Education, as trustee to oversee the district and assure the reinstatement of the union teachers; the establishment by the state of a special committee responsible for protecting the rights of teachers and supervisors; and the addition of 10 days to the school year and 45 minutes to the regular school day over a 14-week period so that students could catch up on lost time and teachers could catch up on lost pay. The UFT membership ratified the settlement by a vote of 17,658 for and 2,738 against.





Personnel involved in the Unemployment Insurance Commission's new approach to management include, left to right: Guy Cousineau, Director of Finance and Administration; R. L. Mattie, Director-General of UIC; John Gifford, Director of Personnel Administration; and B. Kinsella, Director of Information Services.

## UIC conducts a major overhaul

Big changes have been made at the Unemployment Insurance Commission. They include a strong campaign against misuse of funds, an overhaul of the commission's organizational structure, a cut in administrative costs, the use of modern financial management techniques, a new plan for UIC employees, and an intensive educational campaign to familiarize Canadians with their rights and responsibilities under the Unemployment Insurance Act.

To combat fraud, the Commission plans to increase the number of its investigators from 130 to about 255, and at the same time it will be closely checking about 30 per cent of all claims. At present, only about 10 per cent of claims are checked.

The Commission hopes that its new system of benefit control will save the Unemployment Insurance Fund about \$3 million by the end of March. In 1970, the investigation program is expected to save the fund about \$5 million.

The Commission instituted a mail service for claimants in 1966, thereby saving the UIC about \$4 million in administrative costs and speeding up the receipt of benefits. The Commission subsequently began to close many small local offices, the number of which has been reduced from 240 to 70. The present offices are larger and they offer a greater range of services than before. Area managers now have increased authority in their own areas since the Commission decided to group a variety of functions in horizontal clusters across the country rather than large numbers of officers all operating on lines of authority leading directly to Ottawa.

## Price and wage control : The management view

People who believe that the Government should intervene in wage and price movements do not understand the working of our economic system, suggests the Canadian Manufacturers' Association in a brief submitted on November 29, 1968 to Prime Minister Pierre Elliott Trudeau. The CMA believes that selective wage and price policies abroad have not yet proved valid, and have had only "marginal effects" at best. It stressed the importance of focussing public attention on the impact of government revenue and spending programs, "policies that create the general economic climate of the country and have a pervasive influence on the decisions reached by both labour and management in the private sector."

A comprehensive program involving government, business and labour is required, the CMA thinks, to assure balanced economic growth with reasonably stable prices and high employment levels. The main instruments of such a program should be monetary and fiscal policies, measures that affect interest rates, credit conditions and money supply, as well as governmental revenues and expenditures. To supplement these policies, the CMA suggests that it would be desirable to have programs promoting regional development, manpower training and labour mobility.

The brief supports the Economic Council of Canada's idea of creating a research organization, possibly modelled after the United States Council of Economic Advisers, to study and publicly appraise current developments. The brief suggests that this type of program should include advice to the public on factors contributing to inflation.

The proposed research group would evaluate current wage and price trends and issue periodic statements on what it considers the "acceptable" rates of non-inflationary increases. It would also analyze the economic effects of government taxation and expenditure programs, and study the productivity performance of the economy in relation to wage and price trends.

"It is not true that 'free collective bargaining' is so sacred that it must be preserved even if demands are agreed to on the basis of the employer's ability to pass on the increased cost, thus shifting the burden to the public at large."

Work stoppages, the CMA said, seriously affect the ability of the economy to function and to compete abroad. It urged the Government to review labour legislation with the object of making strikes in the public service unlawful, and minimizing the economic impact of those occurring in the private sector.



## CUPE condemns doctors for upping their fees

The "high-handed and mercenary manner" in which doctors throughout Canada are increasing their fees was condemned recently by the executive board of the 120,000-member Canadian Union of Public Employees.

The Board sent telegrams to all provincial premiers to ask them to investigate the increased rates for doctors' services. "Wage earners have to go through mediation, conciliation and sometimes arbitration to have their pay increased, but doctors can just say they want more money and get it," the Board said. "Why should there be checks on other levels of pay and none on the doctors?"

This is an era, the Board said, in which the Government should step in and determine if the rates doctors are asking are just. It pointed out that, in many provinces, people involved in health services are prohibited from striking, and their wages are set by arbitration by a government-appointed body. "The injustice of the present system of allowing complete freedom to the doctors can be seen when one notes that doctors are already the highest paid people in Canada and hospital workers are among the lowest."

## Shultz takes over as U.S. Secretary of Labor

George P. Shultz, the new U.S. Secretary of Labor, appointed by President Richard M. Nixon, has strong academic credentials as well as wide experience in labour relations. Dr. Shultz took office on January 20 with the new Nixon Administration.

The 48-year-old secretary received a Ph.D. in industrial economics at the Massachusetts Institute of Technology in 1949 where he also taught industrial relations from 1946 to 1957. He then moved to Chicago University's Graduate School of Business and was appointed Dean of the School in 1962.

Dr. Shultz has served in Washington before. He became a senior staff economist on President Eisenhower's Council of Economic Advisers in 1955, and in 1959-60 he was a consultant to the then Secretary of Labor, Willard Wirtz. In 1960, he became a member of a steering committee studying collective bargaining in the basic steel industry. Dr. Shultz also served as staff director of a national labour policy study by the Committee for Economic Development, a business-sponsored research organization.

In 1961-62, he was a consultant to President Kennedy's advisory committee



George P. Shultz

on labour-management policy and at the time of his appointment, Dr. Shultz was a member of the Illinois governor's committee on unemployment, co-chairman of a business-labour automation committee, a member of various arbitration panels and Director of the National Opinion Research Center in Chicago. Although still Dean of the business school, Dr. Shultz was spending the academic year at Stanford University's Center for Advanced Study in the Behavioral Sciences.

Before taking office, Dr. Shultz announced the appointment of four top aides. James Hodgson, 52, formerly a vice-president of the Lockheed Aircraft Corporation, is now Under Secretary of Labor; Dr. Arnold Weber, 39, formerly professor of industrial relations at the University of Chicago's Graduate School of Business, is now Assistant Secretary of Labor for Manpower; Mrs. Elizabeth Koontz, 49, the first Negro president of the National Education Association is now Director of the department's Women's Bureau; and Dr. Geoffrey H. Moore, 54, formerly vice-president for research for the National Bureau of Economic Research, in New York, is now Commissioner of Labor Statistics.

## Job survey shows pay increases

Jobs in 10 major cities surveyed by the Canada Department of Labour show average pay increases of 6.6 per cent in the office worker category, 8.7 per cent for two trade occupations and 9.8 per cent for general labourers. The survey, conducted each year in October, covers the major office occupations of junior typist (female), and junior (female), intermediate (male and female), and senior clerk (male). The trades represented are electrician and mechanic. General labourer groups are also covered.

The average weekly rate paid to a female intermediate clerk was \$83 in Montreal, \$85 in Toronto and \$86 in Vancouver. The average weekly rate paid to male intermediate clerks in these cities was about \$10 a week more. For a male senior clerk, the average weekly rate was \$124 in Montreal and Toronto and \$130 in Vancouver. In absolute terms, the highest average rate for the major office classes was reported in Toronto with \$81 a week. Halifax had the lowest rate, \$73.

For the trades, on an average hourly basis, mechanics are paid \$3.15 in Montreal, \$3.22 in Toronto and \$3.56 in Vancouver. The general labourer rate is \$2.38, \$2.26 and \$2.77 in each of these cities. Mechanics and electricians in Vancouver, \$3.61 an hour, got the highest rate, and those in Halifax, at \$2.75, got the lowest. In the labourer category, the highest rates are paid in Vancouver at \$2.77 an hour, and the lowest in St. John's at \$1.72 an hour.

In the 10 major cities, the preliminary figures indicate that the largest percentage increases occurred in Saint John for both the office occupations and trades with increases of 14.3 and 16.7 per cent. The highest increase for general labourers was reported in Regina with a 16.8 per cent gain. The smallest percentage increases recorded were 3.6 per cent for office occupations in Montreal, 4.8 per cent for maintenance trades in Regina and 2.7 per cent for general labourers in Toronto.

The combined average rate of the 10 cities was \$84 a week for the five office occupations, \$3.25 an hour for the trades occupations, and \$2.35 an hour for the general labourer group.

## Public Service accidents cost public \$28 million

Accidents to federal Public Service employees last year cost \$28,500,000 and resulted in 26 deaths.

According to the 16th Annual Statistical Report prepared by the Accident Prevention and Compensation Branch for the fiscal year ended on March 31, 1968, there were 22,528 injuries on the job, an increase of 2,197 or 10.8 per cent over the 1966-67 period. Some 260,000 employees were covered by the Government Employees Compensation Act during 1967-68, an increase of 18,000 from the previous year.

Claims for compensation, medical and hospital services, administration expenses and salaries in lieu of compensation were increased by approximately \$724,000. The known costs amounted to \$5,700,000, but because the ratio of indirect costs to direct costs averaged about four to one, the total accident bill amounted to about \$28,500,000.



## Fosco elected President of laborers' union

Peter Fosco, Secretary-Treasurer of the Laborers' International Union of North America since 1950, has been elected president of the 550,000-member union. He succeeded Joseph V. Moreschi who retired after serving as president for 12 years. The union's executive board honoured Mr. Moreschi by naming him President-Emeritus.

Terence J. O'Sullivan of San Francisco, formerly vice-president of the ILU, succeeded Mr. Fosco as Secretary-Treasurer.

## Human rights director wants decisive action

Decisive action now, in the field of human rights, might help forestall the threat of racial strife and divisiveness that has plagued the United States, says Daniel Hill, Director of the Ontario Human Rights Commission. Speaking to the 16th annual fall conference of the Personnel Association of Toronto on November 21, 1968, Mr. Hill told members of the group how they might aid in the struggle for human rights in their hiring policies. Some of his suggestions included: in "help wanted" ads, state "all qualified applicants welcome" or "equal opportunity employer;"

- advertise job vacancies in minority ethnic press;
- make clear to supervisory personnel that your company has an equal employment policy and publicize this fact to employees, employment agencies, unions and the community at large;
- systematically review your employment pattern to ensure that your fair employment policy is being implemented;
- make your employment needs known to minority-group churches, school principals, teachers, counselors and minority-group organizations;
- re-evaluate your hiring qualifications and standards at the entry level to assure that they are in line with actual job performance requirements;
- insure that your testing practices are not outmoded or unfair to minorities and that test scores do not become substitute for a personal judgment based on an applicant's experience and performance and your job needs;
- encourage employees who are members of minority groups to participate in education and training courses; and
- assign these employees to some positions where they will have contact with the public.

Mr. Hill stressed the urgency of the problem, especially for the province of Ontario, since the province has experienced a vast change in the make-up of its population during the last 20 years. "The population changes have definitely been reflected in our largest city, Toronto, where inhabitants of British descent dropped from 70 per cent to 40 per cent of the population between 1951 and 1960 . . . Although only 3,000 Negroes were recorded in the 1961 census for Toronto, we estimate that an additional 15,000 Negroes have moved into the city by 1968." The increase of Negro population in Ontario has been brought about by a migration from the Maritimes and from the United States, Mr. Hill said. Furthermore, many of the approximately 70,000 Indians in Ontario are moving from reserves to the urban centres and there is large-scale immigration from Asian countries.

"Therefore, it behooves all of us to be aware of our new racial diversity, to prepare for its increase and to make certain that our programs conform with the underlying principles of justice and democracy . . . that are the very basis of Canadian society."

But Mr. Hill cautioned employers that the Ontario Human Rights Code stresses the principle of merit employment and hopes to eliminate the temptation of some employers to establish quotas based on religion or nationality. And a further purpose of the Ontario legislation is to give the qualified job applicant the opportunity for a proper interview. "We are convinced that some employers who would deny an applicant a job solely on the basis of non-essential questions revealed on an employment application form could be influenced to change by actually interviewing a personable, intelligent and well-qualified individual."

Mr. Hill said that the Ontario code does not restrict the rights of employers to define job qualifications. "It simply requires that these same standards of qualifications for hiring be applied equally to all persons."

The Ontario Human Rights Code forbids an employer to demand documents from a prospective employee that reveal nationality, race or religion. But Mr. Hill went on to say that such inquiries can be made after the applicant has been assured employment.

In conclusion, Mr. Hill stated that the Human Rights Code is much more than a number of laws "designed to deal with a prejudiced minority. It is, rather, a set of inviolable principles to be practised and lived from day to day by all of us; not just because the law requires it, but rather because enlightened social behaviour demands it."

Ontario legislation, Mr. Hill said, is based on the fact that a person is not free if, by reason of his race, colour or creed, he is denied employment or access to services and accommodation that are normally available to the public.

## Book examines British productivity experiment

An experiment without precedent or parallel in the history of collective bargaining in Britain is the subject of a comprehensive study by Allan Flanders, Senior Lecturer in Industrial Relations at the University of Oxford.

The report, titled *The Fawley Productivity Agreements* (Faber and Faber Ltd., 22 Russell Square, London), examines the origins of the proposals, the negotiations and the effects of the subsequent agreements between management at the Esso Refinery in Fawley, England and the Transport and General Workers' Union in July 1960.

Employees were offered wage increases of 40 per cent in return for their union's consent to specific changes in working practices that would promote greater efficiency. These changes included a drastic reduction in overtime, some relaxations of job demarcations, and the redeployment of craftsmen's mates. The aim was to raise productivity and distribute its benefits without causing an inflationary rise in costs.

The negotiations leading up to the signing of the agreements were as unusual as the agreements themselves. Management submitted to union officials a "Blue Book" describing the changes it proposed to make. The book, with its appendices, was 88 pages. The author delved into the principal features of labour relations at Fawley after the opening of the new refinery in 1951. This was necessary for an understanding of the Blue Book's launching and its reception. The early chapters examined the atmosphere at the plant, and the reasons for creation of the Blue Book.

Others described the course of the negotiations, the difficulties encountered, and the methods used to counteract the problems, and included an account of the 1962 productivity negotiations as a prerequisite for judging the effects of the 1960 agreements. Closing chapters provided a general assessment of the results and considered whether the Fawley experience had any lessons to offer British industry in general.

As a detailed case study of the forces at work in one industrial establishment, the book will interest not only people concerned with collective bargaining, but those who like to delve into the sociological aspects of industrial relations.



## Domtar strike ends and CNTU pays fines

The violent six-month-long strike against Domtar Pulp and Paper Products Ltd. is over. The men went back to work at two company kraft paper plants in Windsor and East Angus, Quebec on January 26, 1969.

The strike ended with the CNTU and union members paying about \$40,000 in fines and damages. The CNTU agreed to pay the company \$20,000 compensation for damage caused when armed strikers took over the plants in November 1968. Domtar dropped any further proceedings against the union and dropped its plan to dismiss five strikers. The CNTU is also paying the fines imposed on 31 strikers and two union officials found guilty of contempt of court for violations of strike injunctions. The return to work had to take place gradually. After the long strike, much maintenance work was needed, and damaged paper machines and electronic instrument controls needed repairing.

The new contract provides for a total increase of 30 cents an hour in three installments over the 30-month contract plus higher premiums for night shifts, and pay adjustments averaging six cents an hour for tradesmen. Instead of a retro-active wage increase, workers will receive a \$65 payment. Domtar claimed that it would cost \$100,000 to repair all the damage caused during the strike, and that it would be impossible to estimate sales losses. In most cases, when a strike has been settled, the employer withdraws charges and abandons prosecution but in the Domtar case, five criminal charges were also placed before the courts. These charges were based on alleged damage of private property. All five strikers pleaded guilty and were given suspended sentences.

## Night work permitted for women in Quebec

An amendment to the Industrial and Commercial Establishments Act of Quebec, effective December 18, 1968, permits women who are 18 years of age or over, to work at night in industries that have established a need for night work, and have obtained a permit from the provincial Minister of Labour.

The legislation, Bill 289, states that night work is not to exceed eight hours, and that women should receive the going rate for night employment. Two 10-minute rest periods and a minimum of a half-hour refreshment period are mandatory, as well as "a convenient and secure means of transportation" home if women workers leave before 7 a.m.

Until the legislation was introduced, Quebec was the only province in Canada where provision was not made to permit night work. The minimum age required for employment in industrial and commercial establishments is raised from 14 to 16 years, but the legislation provides for the issuing of permits to students 15 years of age during school vacations.

Working time has been reduced from 10 to eight hours a day and from 55 to 48 hours a week. Authorization for a limited extension of working hours for women, and for boys under 18 years of age, has been increased from six to eight weeks.

## The new word in Europe: participation

"Participation" is the new labour-management word in Europe. To some people it means a better flow of information from management to trade unions; to others it mirrors a greater share of the company profits; and to still others it implies a voice in managing the business.

The concept is not new in labour-management relations. The desire of workers to have a greater control over their precarious existence is as old as trade unionism. Works councils in Europe and the "worker-director" in Germany have been designed to achieve this goal. But the search for a more workable scheme has been given new impetus.

In France, where the French labour unions are still fighting for basic trade union rights and meaningful collective bargaining, participation has a long history that started in 1954 when René Capitant, now Minister of Justice, proposed to President Charles de Gaulle the creation of *comités d'entreprises*. But the real involvement in this social reform started in 1959, when the French Parliament ratified an act containing dispensations for companies that freely offered a share-profit program to their employees. In 1965, Parliament ordered a task force to study the problem of participation. The commission report presented in August 1967 was used as the basis for three pieces of legislation, one of which concerned profits and investments. This act came into effect in January.

Four principles are the basis of the new profit-sharing system:

- Profit sharing is obligatory in all companies having more than 100 employees.
- The profit-sharing mechanism is chosen freely by mutual agreement between management and workers.
- The share-profit product is saved. The workers' share, based on the profit of the company after income tax deductions and capital remuneration, must be in-

vested in the same company for at least five years.

- A system of profit sharing is only a first step toward greater worker participation in the activities of the company.

The legislation was designed to give a profit to the workers and not prevent their getting wage increases. It would bring workers into more active participation in the life of the company, and develop better communications between company and employee. It would also assure that "share-profit savings" are invested in the company at a regular and foreseeable rate. A recent government release said that participation in business regulated by law and controlled by public authorities, would involve "all personnel in information, studies and debates from which come the main decisions." Economic and social participation is also to rest on the election of worker representatives through a secret ballot and universal suffrage.

How will the workers be involved in decision making? There are already workers' councils and in many cases union locals in the plant. The central purpose of the newly formed Movement for Participation, which has an appeal for workers, managers, students and professors, is to promote greater involvement not only in business, but in all sectors of economic and social life—the universities, the large agricultural sectors, the liberal professions, as well as the plants. The movement promotes participation of all workers in production, capital investment and responsibility. It recognizes that workers' participation can only succeed if worker representatives are given special training, especially in the field of business management. Whether it will be through organizations such as this, or through general meetings of all personnel, is not yet apparent. How the worker representatives will be selected and whether the trade unions will dominate this choice is still open to question. Trade unions may wish to retain their hegemony, but given the pluralistic representation now in force, it may well be that elections at large involving not only the organized workers but all personnel, will lead to a shift of representation.

Trade union reactions so far indicate that labour in France does not wish to be co-responsible for management, but will welcome the opportunity to have a greater voice in the direction that management is taking, based on better information, and leading to an opportunity to advise in business and government policy. Whatever form the government-imposed participation will take, it appears that organized labour should obtain the basic trade union freedom it is still seeking, and reap the benefits of more meaningful collective bargaining.



# MILESTONES

## The Rand Legacy

Mr. Justice Ivan C. Rand, one of the most distinguished judges in Canada's history, died on January 2 in London, Ont., at the age of 84. Mr. Justice Rand was a member of Canada's Supreme Court for 16 years, and he could have been a member for much longer if Prime Minister R. B. Bennett had had his way. Mr. Bennett wanted to appoint Mr. Rand to the bench during his term of office but finally appointed another man.

Mr. Rand had been Liberal Attorney-General in New Brunswick for a brief time in 1924. So, by the time he could have become Chief Justice, he had reached retirement age.

Mr. Justice Rand was born in 1884, in Moncton, N.B. After graduation from high school, he tried engineering for two years, but switched to law and put himself through Harvard Law School. He was admitted to the New Brunswick bar in 1912. After serving as Attorney-General in New Brunswick, he became counsel for the Canadian National Railways in Moncton, and in 1933 was named commission counsel for the railway. In his capacity, he practised before the Supreme Court of Canada, the Privy Council in London, and the Interstate Commerce Commission in Washington. His appointment to the Supreme Court was made in 1943.

In 1947, while still a member of the Supreme Court, Mr. Justice Rand served on a special 11-nation commission set up by the United Nations to study the

Palestine question. He helped to write the majority committee proposal for partitioning Palestine, and the recommendation was accepted by the UN as the basis for establishing the State of Israel.

As a Supreme Court Justice, Mr. Justice Rand was the author of more than 600 judgments and his name was given to the formula which he devised in settling the Ford strike at Windsor (L.G., 1946, p. 123). The Rand formula for union dues checkoff was later adopted in the United States, bringing Mr. Justice Rand international recognition. One of his most notable judgments was the disallowance of Quebec's Padlock Law. He ruled that the law was an unjustifiable interference with freedom of speech (L.G. 1957, p. 983).

Mr. Justice Rand retired from the court in 1959 and became the first Dean of Law at the University of Western Ontario, holding this position until 1964. He was called by the federal Government in 1959 to serve as a one-man commission to study the state of the Maritimes coal industry. Some of his major recommendations were implemented by the Government. In 1966 he was named a commissioner to inquire into the conduct of Mr. Justice Leo Landreville of the Ontario Supreme Court. His report was critical of Mr. Justice Landreville's conduct.

In September 1968, Mr. Justice Rand completed his report of the Ontario Royal Commission Inquiry into Labour Disputes (L.G., Dec. 1968, p. 686). At the time of his death, he was heading a commission studying labour law in Newfoundland. As the March issue of the LABOUR GAZETTE was being readied for the press in January, it was announced that the chair of law of the Hebrew University in Jerusalem would be named after Mr. Justice Rand.

## Former UIC Director

Robert G. Barclay, former director of insurance with the Unemployment Insurance Commission, died in Toronto January 5, at the age of 73. Mr. Barclay joined the Commission when it was set up in 1940 and retired in 1955.

As Chief Insurance Officer, Mr. Barclay was one of the first officers appointed to the staff of the Commission. On him fell a large part of the task of implementing a

new national program of social insurance, a program completely new in Canada. He had to oversee the setting up of a chain of offices for the UIC across Canada and finding staff to man the offices.



Robert G. Barclay

Before he retired, Mr. Barclay was instrumental in preparing a major overhaul of the Unemployment Insurance Act. Since his retirement, he maintained his connection with the Commission as part-time Chairman of the Commission's Toronto Board of Referees which heard appeals in disputed benefit claims.

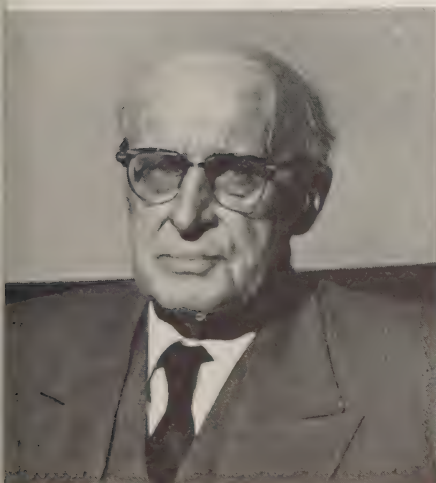
Born in Whitby, Ont., Mr. Barclay served for four years in World War I with the Princess Patricia's Canadian Light Infantry. He served with the Soldiers' Settlement Board for several years after the war.

## ILA Vice-President

Gerard Tremblay, International Vice-President of the International Longshoremen's Association for Quebec and the Atlantic Coast region, died on December 21, 1968 in Montreal.

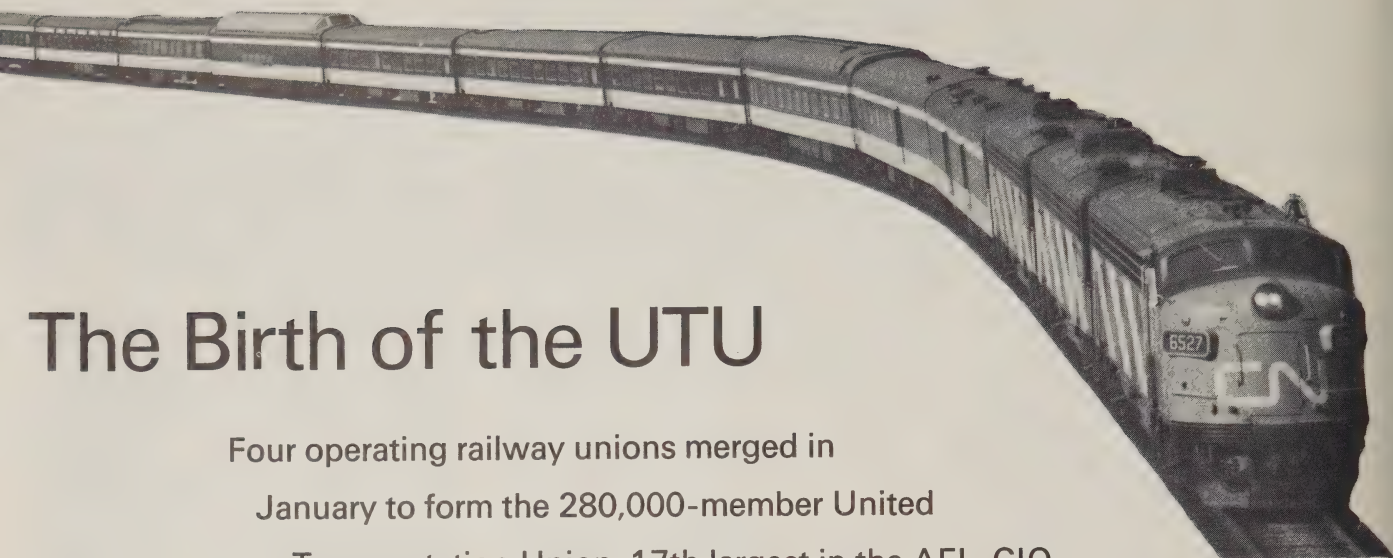
Mr. Tremblay was born and educated in Montreal. After receiving his schooling, he went to work as a docker on the Montreal waterfront, a position he returned to after spending four years in the army during the Second World War.

Mr. Tremblay subsequently became an officer of the ILA and eventually Secretary Treasurer of Local 375. He was elected International Vice-President of the union in 1958, and was in office at the time of his death.



Mr. Justice Rand





# The Birth of the UTU

Four operating railway unions merged in  
January to form the 280,000-member United  
Transportation Union, 17th largest in the AFL-CIO

**A** DREAM, conceived by Locomotive Fireman Eugene V. Debs before the turn of the century, became a reality on December 10, 1968, when four operating railway unions voted to merge into the 280,000-member United Transportation Union. The merger, which was made official on January 1, 1969, joined the Brotherhood of Railroad Trainmen, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors and Brakemen, and the Switchmen's Union of North America. Canadian members of the unions number 27,180, which, along with their American counterparts, will swell the ranks of the UTU to make it the 17th largest in the AFL-CIO organization.

Heading the new union is Charles Luna, 62, who has served since 1963 as President of the Brotherhood of Railroad Trainmen, the largest of the four merging unions. The assistant presidents, who will take office in the new union's headquarters in Cleveland, Ohio, are Clyde Lane, 53, ORC&B; Neil P. Speirs, 55, SUNA; and H. E. Gilbert, 62, BLF&E.

Earlier attempts had been made to unify various railroad unions, but no major move in the operating field had been successful. In January 1968, the presidents of the four uniting unions laid the groundwork at a meeting in Cleveland by agreeing on the basic need to form a single organization. Four senior officers, one from each of the unions, were designated to work out the preliminary details.

In May 1968, each of the unions sent a committee of 10 to Hot Springs, Arkansas, to draft the Unification Agreement and Constitution for the proposed union. The 40-man group laboured nearly five months on the language, and the resulting documents were submitted to the governing bodies of the four unions in late summer. After approval, the Unification Agreement and Constitution were placed before the membership of the four unions in a referendum in October and November.

The chartered accounting firm of Ernst and Ernst was retained as an impartial vote counter, and members mailed their ballots directly to the firm. Although Americans mailed their votes to the Chicago office of Ernst and Ernst, and Canadians to the Toronto branch, the American and Canadian results were blended into a single count. The final vote, released on December 10, revealed that a majority of each of the four unions agreed on the need for uniting into one organization. In favour of the union merger were 83 per cent of the BRT Canadian union members and 87 per cent of the U.S. members; 93 per cent of the Canadian BLF&E and 96 per cent of the U.S. members; 75 per cent of the ORC&B; and 69 per cent of the SUNA.

C. J. Allen, Canadian Vice-President of the BLF&E will be one of the chiefs of his union in Canada. Gordon Gale of Winnipeg and George W. McDevitt of Ottawa will represent the BRT.

UTU President Luna said that the new union would work actively on political and social problems related both to transportation workers and the broad field of the industry's influence on society. Mr. Luna urged more mergers. "We invite co-operation, a joint effort and consolidation with other railroad unions and indeed other transportation unions," he said. The 40,000-member Brotherhood of Locomotive Engineers did not join the merger.

Speaking at the 33rd convention of the BRT, held last fall in Florida, W. P. Kelly, Director of the Conciliation and Arbitration Branch of the Department, himself a former Canadian Vice-President of the union, hailed the unification program of the four railway unions as a milestone. "If there is one thing in which opinion is practically unanimous, it is the fact that there are just too many unions in this day of automation, computerization and cybernetics. Merger of unions in the railway industry is long overdue."





THE BIG FOUR — UTU Pres. Charles Luna (seated) with assistant presidents (l. to r.) H. E. Gilbert, Locomotive Firemen and Enginemen; Neil P. Speirs, Switchmen, and Clyde F. Lane, Conductors and Brakemen.

### Conductors and Brakemen

Clyde F. Lane was President of the ORC&B before the merger. International headquarters is at Cedar Rapids, Iowa. Founded in 1868 and known as the Conductors' Union, the name was changed in 1878 to the Order of Railway Conductors of America. In 1942 the Order of Sleeping Car Conductors amalgamated with the ORC. Contracts for conductors are held on almost all Class I railroads with a General Adjustment Committee on each property responsible for execution of contracts. The GAC chairman is the principal officer of each such entity, and he exercises a high degree of autonomy. Canadian membership is 168.

### Railroad Trainmen

Charles Luna, now President of the newly-formed UTU was president of the BRT from 1963 until the merger. International headquarters of the BRT is in Cleveland, Ohio. Present membership is about 200,000; Canadians number 20,653. Organized in 1883, and with a membership of 8,000 by 1886, the union changed its name from the Brotherhood of Railroad Brakemen in 1889. In 1956, the BRT affiliated with the CLC and reached its all-time membership peak of 217,176. Since then, diminishing membership, to less than 200,000, reflected declining employment on U.S. and Canadian railroads. In 1957, the BRT affiliated with the AFL-CIO. As the largest railroad operating union, the BRT represents 55 per cent of all railroad operating employees in the U.S. and Canada. The Brotherhood has 1,100 locals in the U.S. and Canada. The trainmen operate 215,000 miles of railroads in the U.S. and approximately 150,000 miles in Canada.

### Firemen and Enginemen

H. E. Gilbert was President, A. M. Lampley was Vice-President and legislative representative in the United States, and D. V. McDuffe, of Ottawa, was Vice-President and legislative representative in Canada. International headquarters is in Cleveland, Ohio. The union was founded in 1873. Contracts covering the employment of enginemen are held by the BLF&E on 167 railroads, eight of which are in Canada. Contracts covering the employment of Firemen, Hostlers and Hostlers' Helpers are held by the BLF&E on 359 railroads, including 17 in Canada. The BLF&E is the largest of the Engine Service (Enginemen and Firemen) Unions, and represents both crafts. Canadian members number 6,332.

### Switchmen's Union

Neil P. Speirs was International President. International headquarters is in Buffalo, N.Y. Growing out of a small group of Chicago switchmen in 1877, the union became the Switchmen's Mutual Aid Association of the United States of America in 1886. The present membership is 12,000 with 275 locals in 35 states, and one in British Columbia with 27 members. The SUNA holds contracts for yard switchmen of 35 U.S. railroads. There are no contracts in Canada. U.S. contracts are administered on each property by a General Adjustment Committee whose principal officer is a general chairman. The SUNA's legislative activities are carried on through the AFL-CIO's Committee on Political Education. The SUNA local unions in many instances are affiliated with the AFL-CIO Central Bodies.



# Policy Proposals To Combat Price Increases

In a continuing search to find a means of controlling price inflation in the Canadian economy, which has been particularly elusive in recent years, the federal Government's White Paper on *Policies for Price Stability* proposes the creation of a Price and Incomes Commission. Prepared by Hon. Ron Basford, Minister of Consumer and Corporate Affairs, the White Paper examines the problem of rising costs and prices that has emerged in the past few years, and proposes a combination of policies to increase the ability to employ fully the human and physical resources and at the same time, maintain acceptable price and cost behavior.

The Paper rejects the concept of a formal incomes policy for Canada. In describing policies to stabilize prices, it emphasizes that this "would not be an effective way of bringing about an improved reconciliation of high employment and reasonable price stability," as the Economic Council of Canada has pointed out. "Although it is desirable to keep the rate of growth of money incomes from exceeding productivity growth in the economy as a whole, it is neither possible nor desirable to lay down specific guidelines about the shares of national income going to different economic groups."

A trade policy aimed at progressively extending the benefits to be realized from international specialization should help in a very important way to achieve better price performance both by checking cost increases and through increasing exposure to competition. The Kennedy Round of trade negotiations, and other measures in this area, such as the Canada-United States Automotive Agreement, are making it possible for many industries to become more competitive at home and abroad. In addition, the creation of the Department of Consumer and Corporate Affairs should have a moderating influence on the movement of prices "by helping the consumer to play an informed role in the product market."

The paper lists some of the major causes of economic problems facing the nation. The disruptive effects on the economy of rapid rise in costs and prices cause major inequities for those persons living on pensions or other fixed incomes and for those who do not have enough bargaining power to keep up with the rise in their living costs. In the years between 1952 and 1965, the unemploy-

ment rate in Canada averaged exactly 5 per cent, with fluctuations as high as 7½ per cent in the short-lived recession during 1957/58. Despite a general easing of demand pressures, supply shortages of manpower and other resources have persisted in particular sectors of the economy and have continued to exert upward pressures on the price level. Some areas of the economy are not subject to the simple mechanism of price competition that operates in a theoretical model. The growing importance of wage and salary bargaining in the public sector, as a factor in the movement of costs and prices, has commanded the attention of many governments, and is a subject to be included in the Prime Minister's Task Force on Labour Relations.

The "new approach" described in the White Paper includes the innovation to set up a new independent public body, to be known as the Price and Incomes Commission. "The major role of the Commission is conceived as one of providing information, education and understanding. Its primary influence should be directed to rallying a strong sense of social responsibility on the part of those making private price and income decisions and in support of the national interest in price stability. But it is also expected to contribute substantially to the evolution of new policies and to the co-ordination and adaptation of many existing policies necessary for good economic management."

The Commission will not be expected to report on the specific price decisions of individual firms or the wage decisions of particular collective bargaining situations. The Paper is vehement in its denial that "the Commission should in any way interfere with the established and recognized processes of collective bargaining. Nor should it relieve management, unions or other parties of their own right to make free but responsible decisions affecting prices and incomes." The Commission will discover, analyze and inform. "It will not play the role of policeman."

To round out this program, the Cabinet Committee on Economic Policy and Programs will continue to keep the problem of inflation under constant review and seek to marshal the varied instruments of public policy in a consistent and co-ordinated way. The third body to participate in the new approach will be a new joint Senate-Commons committee to

be known as the Standing Parliamentary Committee on Price Stability, Incomes, and Employment, which would receive the reports of the Commission for review and discussion and would make recommendations.

The next step is for the Government to "approach leaders of various economic interest groups with a view to setting up a series of consultative meetings." In addition, it will approach representative of the provincial Governments to exchange ideas and information on issues arising out of the White Paper and to consider the establishment of a federal-provincial advisory body to obtain maximum co-operation with the provinces. "In view of Canada's federal system of divided jurisdiction, this kind of consultation and advice will be most important to the success of the Commission."

---

## Insurance Registrations And Other UIC Statistics

On October 31, insurance books or contribution cards had been issued to 4,828,023 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968. On the same date, registered employers numbered 392,086, a decrease of 1,078 since September 30.

During October, there were 10,906 investigations conducted by enforcement officers across Canada. Of these, 7,322 were spot checks of claims to verify the fulfilment of statutory conditions, and 844 were miscellaneous investigations. The remaining 2,740 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 224 cases, all against claimants.\* This does not include employer prosecutions commenced by the Revenue Branch.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 805.\*

Revenue received by the Unemployment Insurance Fund in October totalled \$50,775,779.15 compared with \$52,618,682.60 in September and \$39,045,966.52 in October 1967.

Benefits paid in October totalled \$20,842,852.52 compared with \$20,760,907.69 in September and \$15,493,858.32 in October 1967.

The balance in the Fund on October 31 was \$371,423,119.19 compared with \$341,490,192.56 on September 30 and \$346,306,535.27 on October 31, 1967.

\* These do not necessarily relate to the investigations conducted during this period.



# Provisions in Major Collective Agreements in Canadian Industries, 1968

## Part 1: Union and Employee Security and Other Provisions

The first half of a study of the provisions in collective agreements in Canadian industries was completed recently by the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour. The results of a similar study conducted in 1965, were published by the Branch in 1966 (L. G. 1966, p. 564; p. 640).

Collective agreements analysed in the 1965 study were those in effect on January 1, 1965. Twenty-five provisions based on the analysis of 188 collective agreements in industries with 1,000 or more employees, comprising 505,400 employees in 1965, were covered in the 1965 study.

This new study covers the same agreements as the 1965 study, except for those that expired before January 1, 1968, those that were not settled at the time of the study or were not yet on file, and those that now cover fewer than 1,000 employees.

It deals with 69 provisions, many of these now being analysed for the first time in an all-industries study. The analysis is based on 135 agreements, in effect as of January 1, 1968, covering bargaining units that represent 1,000 or more employees. A total of 421,135 employees were covered by these agreements. Of the 69 provisions covered, 25 are similar to those studied in 1965.

### Union Security

The statistical evidence reveals that a substantial number of employers and unions have negotiated some form of union security clause. Such clauses have been found in 73 per cent of the agreements (71 per cent of employees). The breakdown of the union security clauses is as follows: 3 per cent provide for closed shop; 30 per cent provide for union shop; 13 per cent provide for modified union shop; 14 per cent provide for the Rand Formula; and 6 per cent provide for maintenance of membership for present and future members. The remaining 6 per cent of the agreements could not be classified under the above categories and were put together in a separate category as "others."

The union shop is the most common form of union security. The union shop provision is usually designed to cover three classifications of employees:

- those in the establishment who are members of the union upon the effective date of the agreement;

- those in the establishment who are not members of the union upon the effective date of the agreement (who are required to join the union as a condition of employment under a union shop provision, but not required to join under a modified union shop provision); and

- those who are hired by the company after the effective date of the agreement.

The following is a fairly typical union shop clause: "The company agrees that all present employees covered by this agreement except new employees during their probationary period, shall, as a condition of employment, become and remain members of the union in good standing. New employees shall make application for membership in the union on forms furnished by the union at the time of their hiring, and shall become and remain members of the union in good standing as soon as their probationary period has been served." Under this clause, the probationary period prior to obligatory union membership is 30 days.

Next highest in incidence is the Rand formula. This formula requires that all employees within the bargaining unit, union members and non-members alike, must pay the equivalent of union dues as a condition of retaining employment.

The Rand formula was found in 14 per cent of the agreements (14 per cent of employees). A fairly representative clause using the Rand formula read: "No person shall be required as a condition of employment, to become or remain a member of any union or other organization, and no statements or representations to the contrary shall be made. The company shall, during the life of this agreement, deduct as a condition of each employee's continued employment, from the first pay cheque due in each calendar month to each such employee, a sum equal to union monthly dues in the amount certified by the union to the company."

There are relatively few provisions for maintenance of membership for present and future union members. Only 6 per cent of the agreements (6 per cent of employees) in the current survey had provisions for maintenance of membership. The maintenance of membership

clause is a limited form of union security, and requires that all union members remain in the union as a condition of employment. It differs from the union shop in that, under union shop, membership in the union is obligatory for all employees.

A great majority of the agreements provided for checkoff in one form or another—that is, the deduction by the employer of union dues from the worker's pay cheque. The total percentage of agreements covering nine different forms of checkoff is 93 per cent (96 per cent of employees).

As might be expected, the most frequent occurrence of the checkoff clause falls in the category of union shop—i.e., 26 per cent of the agreements (33 per cent of employees). The next in frequency was the provision for compulsory checkoff for all employees in open shop—i.e., 19 per cent of the agreements (19 per cent of employees); this category includes cases falling under the Rand formula, as well as other contracts in which union membership is voluntary, which were discussed earlier.

Included among the various categories of checkoff, there are some which provide an "escape clause" such as this one: "On the receipt of written authorization from an employee, the Company will deduct from the employee's pay on the second week of each month the amount due the Union by the employee for Union dues and initiation fees. The Company will transmit to the authorized representative of the Union the total deductions from the pay of all employees who have submitted written authorization, with a list in duplicate for all employees so deducted. An employee may cancel his authorization in the thirty (30) day period prior to the termination of this Agreement."

Only 11 per cent of the agreements (9 per cent of employees) provided for some form of preferential hiring. The term "preferential hiring" in this study means that union members are given a preference in filling vacancies, but that the employer has freedom as to whom he may choose. This situation is different from the closed shop type of union security where the company obligates



### Employee Security—Seniority

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>Seniority on promotion</b>				
No specific provision.....	22	16	81,867	19
Seniority taken into account together with other factors.....	53	39	122,992	29
Seniority governs where qualifications to perform the job are equal (or "equivalent").....	37	27	119,539	28
Seniority governs where qualifications to perform the job are sufficient (or "normal," "average").....	19	14	90,978	22
Straight seniority.....	2	2	2,959	1
Other.....	2	2	2,800	1
<b>Seniority on layoff</b>				
No specific provision.....	16	12	67,324	16
Seniority taken into account together with other factors.....	55	41	134,043	32
Seniority governs where qualifications to perform the job are equal (or "equivalent").....	15	11	55,713	13
Seniority governs where qualifications to perform the job are sufficient (or "normal," "average").....	29	21	108,768	26
Straight seniority.....	17	13	42,146	10
Other.....	3	2	13,141	3

### Coverage by Province

Province	Agreements		Employees Covered	
	No.	%	No.	%
Newfoundland.....	4	3	5,182	1
Nova Scotia.....	4	3	8,682	2
Quebec.....	48	36	150,208	36
Ontario.....	37	27	111,423	26
British Columbia.....	14	10	61,201	15
Manitoba.....	8	6	12,457	3
Saskatchewan.....	2	1	4,170	1
Alberta.....	1	1	1,390	—
More than one province.....	17	13	66,422	16

### Term of Agreement

Provision	Agreements		Employees Covered	
	No.	%	No.	%
Under 15 months.....	8	6	37,946	9
15 to 20 months.....	4	3	10,345	2
21 to 26 months.....	48	36	139,181	33
27 to 32 months.....	11	8	66,659	16
33 months and over.....	64	47	167,004	40

NOTE: In this study 0.5 per cent or more has been rounded off to the next higher percentage; less than 0.5 per cent has been ignored.

### Employee Security—Seniority

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>Retention of seniority during term of layoff</b>				
No specific provision.....	26	19	93,099	22
12 months or less.....	44	33	128,665	31
13-24 months.....	18	13	46,752	11
25-36 months.....	4	3	9,388	2
Over 36 months.....	1	1	1,170	—
Graduated according to length of service maximum 12 months or less	2	2	26,500	6
Maximum 13-24 months	8	6	22,392	5
Maximum 25-36 months	10	7	47,959	12
Maximum over 36 months.....	11	8	23,960	6
Length not specified.....	11	8	21,250	5
<b>Seniority rights on transfer out of bargaining unit</b>				
No specific provision.....	127	94	366,813	87
Provision re seniority rights.....	8	6	54,322	13
<b>Seniority rights on transfer into bargaining unit</b>				
No specific provision.....	107	79	319,426	76
Retention of seniority Without inclusion of time spent outside bargaining unit.....	6	4	10,840	3
Plus time spent outside bargaining unit.....	21	16	89,469	21
Loses seniority with or without specified period of time outside the bargaining unit.....	1	1	1,400	—

### Coverage by Industry

Industrial Group	Agreements				Employees			
	1965	1968	No.	%	1965	1968	No.	%
Forestry.....	8	4	6	4	19,380	4	10,268	2
Mining.....	11	6	9	7	35,080	7	30,761	7
Manufacturing.....	94	50	75	55	249,120	49	207,537	49
Transport, storage and Communi- cation.....	32	17	24	18	103,340	20	78,067	19
Public utility operation.....	7	4	5	4	18,700	4	19,451	5
Trade.....	7	4	4	3	17,950	4	15,500	4
Service.....	29	15	12	9	61,830	12	59,551	14
TOTAL.....	188	135			505,400		421,135	

## Employee Security—Other

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>Notice of layoff*</b>				
No specific provision.....	80	59	262,184	62
1 day (or less).....	4	3	11,182	2
2-5 days.....	19	14	41,486	10
7-10 days.....	12	9	18,104	4
14 days.....	9	7	52,951	13
Graduated.....	5	4	15,345	4
Other, including cases where notice is provided for, but the number of days not specified.....	6	4	19,883	5
<b>Job posting</b>				
No specific provision.....	72	53	197,081	47
Posting of job vacancies	63	47	224,054	53
<b>Severance pay and S.U.B.†</b>				
No specific provision.....	89	66	288,632	69
Severance pay benefits specified in agreement (no S.U.B.).....	28	20	79,181	19
Severance pay fund (no S.U.B.).....	4	3	15,000	4
S.U.B. with severance pay.....	9	7	13,830	3
S.U.B. plans without severance pay.....	5	4	24,492	6
<b>Length of probationary period after hiring‡</b>				
No specific provision.....	34	25	92,026	22
Up to 1 month.....	18	13	67,846	16
Up to 2 months.....	24	18	51,013	12
Up to 3 months.....	37	27	151,182	36
Up to 4 months.....	4	3	9,380	2
Up to 6 months.....	10	7	25,118	6
Up to 12 months.....	2	2	13,000	3
Probationary period varies according to occupation or classification.....	2	2	4,000	1
Other.....	4	3	7,570	2
<b>Advance notice and or consultation with employee and or union prior to introduction of new methods</b>				
No specific provision.....	99	73	309,030	73
Provision up to 3 months	5	4	13,533	3
Provision from 3 to 6 months.....	7	5	38,424	9
Others**.....	24	18	60,148	14

\* Excludes notices specifically and clearly provided for permanent separation and adjustments to technological change. Data on notice of layoff are on the basis of the number of days stated in the agreement; these may be either working or calendar days.

† "Severance pay" refers to special payments made to employees separated from employment with no expectation of recall. This does not include such payments as wages owing up to the date of separation, pay in lieu of notice, pay for unused vacation credits, pension benefits, payment of the employee's equity in a savings or profit-sharing plan, and refund of his contributions to a pension fund. S.U.B. refers to supple-

## Union Security

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>Membership</b>				
No specific provision.....	37	27	121,132	29
Closed shop.....	4	3	13,000	3
Union shop.....	41	30	144,124	34
<b>Modified union shop</b>				
Compulsory membership for new employees and maintenance of membership for others.....	16	12	33,243	8
No maintenance of membership for others.....	2	1	12,043	3
Maintenance of membership for present and future members.....	8	6	24,015	6
Rand Formula.....	19	14	59,878	14
Other, including revocable compulsory membership.....	8	6	13,700	3
<b>Checkoff</b>				
No specific provision for checkoff of union dues	10	7	15,184	4
<b>Voluntary</b>				
Revocable at any time....	7	5	31,504	7
Irrevocable.....	13	10	37,523	9
Irrevocable, with escape clause.....	11	8	35,140	8
<b>Compulsory</b>				
For all union members without closed or union shop.....	9	6	16,270	4
For all employees in closed or union shop..	35	26	140,189	33
For all employees in modified union shop..	10	7	28,514	7
For all employees in open shop.....	25	19	80,285	19
For all employees hired after a certain date.....	7	5	19,855	5
Other, including other forms of compulsory checkoff.....	8	6	16,671	4
<b>Preferential hiring</b>				
No specific provision for preferential hiring.....	120	89	381,595	91
Some form of preferential hiring other than closed shop.....	15	11	39,540	9
<b>Preferential treatment for union officials in case of layoff</b>				
No specific provision.....	107	79	358,044	85
For union officials including stewards.....	28	21	63,091	15

mental unemployment benefit plans approved by the Unemployment Insurance Commission.

‡ When no distinction was made between working days and calendar days, calendar days were used in computation of probationary period.

\*\* This category includes cases where notice is provided for but period is unspecified.



itself to hire and retain in its employ union members only.

An example, under this heading, is taken from one of the agreements analysed: "When hiring help, the Company agrees to give preferential treatment to Union members. To facilitate application of this condition, the Union shall, from time to time, submit to the Companies a list of unemployed Union members with details of their experience."

### Employee Security

Those provisions in the collective agreements that enhance workers' job security—i.e., retaining employment or securing occupational advancement, such as seniority on promotion or layoff, advance notice in case of layoff whether due to technological changes or otherwise, severance pay, posting of job vacancies and other closely related provisions—have been grouped together under the heading "Employee Security".

Seniority is an important element in job security. Generally, agreements stipulate a probationary period, after which the employee's seniority usually becomes retroactive to the day of his hiring. A major problem encountered in the analysis of provisions related to seniority on promotion and layoff was the question of the relative importance attached to the ability of the employee vis-à-vis his length of service. This is one issue that was not satisfactorily resolved. It was finally decided to deal with this difficult problem by way of literal interpretation of the agreement clauses. It was assumed that "other" factors did not have a preponderant weight unless words such as "equal", "sufficient" or "normal" appeared in the agreement.

Eighty-four per cent of the agreements (81 per cent of employees) had a specific provision for seniority on promotion. Seniority taken into account with other factors was found in 39 per cent of the agreements (29 per cent of employees). Forty-one per cent of the agreements (50 per cent of employees) had a specific provision where seniority was considered only when qualifications to perform the job were "equal", "normal" or "sufficient."

Eighty-eight per cent of the agreements (84 per cent of employees) had a provision regarding seniority on layoff. The most frequent provision dealing with seniority on layoff resembles the provision dealing with seniority on promotion—namely, seniority taken into account together with other factors. Forty-one per cent of the agreements (32 per cent of employees) fell into this category. Thirty-two per cent of the agreements (39 per cent of employees) had a specific provision where seniority was considered only when quali-

fications to perform the job were "equal," "normal" or "sufficient."

Because the prospect of layoff constitutes a threat to workers' job security, unions place a considerable emphasis on retention of seniority during the term of layoff. In the survey, it was found that 81 per cent of the agreements (78 per cent of employees) provided for retention of seniority during the term of layoff. The most common provision specified the retention of seniority for twelve months or less during layoff; 33 per cent of the agreements (31 per cent of employees) came under this classification. The next in incidence was 13 per cent of the agreements (11 per cent of employees) specifying retention of more than one year but less than two years. Also, 23 per cent of the agreements (29 per cent of employees) had "retention of seniority during term of layoff graduated according to length of service."

An exception to seniority as a basis for layoff was found in the case of union officials, including shop stewards. Twenty-one per cent of the agreements (15 per cent of employees) contained a specific provision for preferential treatment of union officials in case of layoff. Examples of this type of clause: "Union Committee-men and stewards shall head the seniority lists in their respective departments during their term of office. Such seniority shall apply only with respect to layoffs." And, "Members of the Shop Committee and Executive Officers shall have top seniority by department, provided they are available for and qualified to perform the work."

A majority of the agreements continue to provide for a probationary period after hiring. In the current study, 75 per cent of the agreements (78 per cent of employees) had this clause. In the 1965 study, 73 per cent of the agreements (68 per cent of employees) had similar provisions. The most frequent probationary period still remains the same—namely, more than two months but less than three months.

Twenty-seven per cent of the agreements (27 per cent of employees) had a provision for advance notice and consultation with employees and union prior to the introduction of new methods. Examples of such a clause are: "If the Company anticipates that the introduction of a new technology in the form of new equipment will result in employees whose immediate jobs are directly altered thereby being placed in a different occupational classification or being removed from their occupational classification due to lack of work, then when the Company knows the changes that are expected to apply to these employees it will arrange for an early discussion of these changes with the Union. Wherever possible this discussion

will take place three months in advance of the introduction of such new equipment. These employees will be notified by the Company of the changes which will apply to them." And, "The Company shall notify the Shop Committee and the Union six months in advance of intent to institute changes in working methods or facilities which would involve the discharge or laying off of employees."

Forty-one per cent of the agreements (38 per cent of employees) had a provision for notice of layoff. This represents an increase since the previous study, in 1965, which showed that only 33 per cent of the agreements (31 per cent of employees) had such a provision. In the majority of instances, the required notice amounts to one week or less.

The majority of the employees in this survey were covered by job vacancies posting clauses in the agreements. Forty-seven per cent of the agreements (53 per cent of employees) provided for posting of notices of job vacancies so that employees might bid for promotion or transfer.

In order to guarantee employees an income security that is sometimes threatened by layoff caused by technological change or other reasons, unions negotiate severance pay and supplementary unemployment benefit (S.U.B.) clauses in modern agreements. Severance pay, also known as separation allowance, is paid to an employee who is discharged through no fault of his own; by its nature it is applicable only in case of permanent layoff. S.U.B. plans, on the other hand, provide for weekly benefit payments, supplementing unemployment insurance benefits, for workers whose layoff is either temporary or permanent in nature.

Thirty-four per cent of the agreements (31 per cent of employees) contained a specific provision for severance pay and/or S.U.B. The majority of these—that is, 20 per cent of all agreements analysed (19 per cent employees)—had provision for severance pay benefit but no S.U.B. plan. A severance pay clause in one of the agreements reads: "Employees who are laid off shall receive one half ( $\frac{1}{2}$ ) week severance pay for each full year of service. However, the minimum pay shall be one week and the maximum pay five weeks of severance pay. The week's severance pay shall be based on current hourly rate for number of normal weekly hours."

S.U.B. plans with or without severance pay were found in 11 per cent of the agreements (9 per cent of employees). This excludes two major auto S.U.B. plans because their agreements were not on file at the time the present study was conducted. There are many other kinds of S.U.B. plans varying in scope, eligibility, duration and types of benefit.

Part 2 will be published in our April issue.

Let's Take  
Affirmative Action...

**TO GUARANTEE  
EQUAL OPPORTUNITY  
FOR ALL CANADIANS**



help eliminate  
unfair hiring practices  
based on  
race, colour, religion  
or national origin

**CANADA DEPARTMENT OF LABOUR**

For further information write to:  
Fair Employment Practices Branch,  
Canada Department of Labour,  
Ottawa 4, Ontario.



# A Labour Relations Act For the Construction Industry?

A model Construction Industry Labour Relations Act has been submitted to the federal and provincial governments by the Canadian Construction Association. The Act "is designed to re-establish an equitable balance of power between labour and management during negotiations, and to correct abuses such as illegal work stoppages in the construction industry."

The proposals it contains are the product of the Canadian Inquiry on Construction Labour Relations and the recommendations of H. Carl Goldenberg, Q.C., a Montreal labour relations specialist, and Professor John Crispo, Director, Centre for Industrial Relations, University of Toronto (L. G., April 1968, p. 205).

The model draft legislation seeks to:

- give legal recognition to employer associations under an accreditation scheme as exclusive bargaining agents in the organized sectors of the industry, similar to the certification of unions;
- encourage and strengthen multi-party and multi-trade bargaining;
- speed up and stabilize bargaining procedures;
- ensure freedom of entry to qualified persons in both employer associations and construction labour unions;
- prohibit provisions in about agreements restricting subcontract work to members of a union or an association;
- curtail unlawful work stoppages by stronger dispute-settlement machinery;
- protect employees' freedom of association and the availability of employment outside the union hiring hall system;
- prohibit secondary and product boycotts;
- eliminate excessive and discriminatory initiation fees;
- outlaw feather-bedding practices;
- prohibit strikes and lockouts while collective agreements are in effect; and
- protect construction foremen retaining union membership from union discipline and from pressures while discharging their supervisory responsibilities to employers.

The model would also confer legal status on unions, councils of unions and employers' associations and vest in labour relations boards the power to issue cease and desist orders with respect to unfair

labour practices, to award damages resulting from them, and to have their orders enforceable as court orders. Where the parties fail to reach a voluntary settle-

ment, the CCA proposes that machinery be set up for the binding settlement of jurisdictional disputes without work stoppages.



Copyright by Gaby

H. Carl Goldenberg, Q.C.



Prof. John Crispo

## Certification of Employer Groups Proposed by CCA Study

Construction employer groups should form employer associations for their own protection. This is one of the more interesting proposals to emerge from an intensive study on labour-management relations in the Canadian construction industry commissioned by the Canadian Construction Association (L. G. 1967, p. 236; April 1968, p. 205). Titled *Construction Labour Relations* (CCA, \$20), the study was edited by H. Carl Goldenberg, Q.C., a Montreal labour relations specialist, and Prof. John Crispo, Director, Centre for Industrial Relations, University of Toronto.

Accreditation or certification of employer associations would prevent individual firms from signing an agreement with a union. Construction employees have often been able to "have their cake and eat it too" by walking off a job and getting work with an individual contractor

not involved in the dispute. The power that comes with accreditation, of course, could be used to restrict competition by denying individual firms membership in an association. But the Goldenberg-Crispo recommendations propose that under any accreditation scheme there would have to be legal guarantees that membership would be open to any qualified applicant.

In their conclusions, editors Goldenberg and Crispo state that labour, management and government all have a major role to play in improving industrial relations in the construction industry. There is, they said, an obvious need for a realignment of union forces and mergers with overlapping jurisdiction. Greatly needed also, is more effective Canadian-based machinery for the settlement of jurisdictional disputes. They believe that building trade unions should also be pre-



ared to reassess their attitudes towards multi-trade bargaining, control over the hiring hall, apprenticeship, and other issues. The editors think it desirable for the building trades to form a Canadian counterpart of the AFL-CIO Building and Construction Trades Department in the United States.

Contractors, too, may be self-critical, they said. Many difficulties blamed on the unions, such as jurisdictional disputes, often caused by faulty initial work assignments. There is also the basic difference in attitudes. Since the construction industry is one of the last refuges of the free-wheeling entrepreneur, individualism is still a pronounced characteristic of many contractors. This quality has merit, they said, but it also produces adverse effects. On the one hand, individualism discourages the feeling of continuing obligation towards workers, resulting in a lack of loyalty on their part, the costs of which could not be minimized. On the other hand, it leads many contractors to neglect any commitment towards their trade as a whole or towards the industry in general. The editors believe that this is one of the key reasons why contractor associations find it difficult to play a constructive role in the industry.

Poor management is often a primary cause of labour problems, they said, and employers frequently get the kind of labour relations they deserve. In the construction industry, management has consistently neglected the field of personnel and industrial relations. In this important sector of the economy, there are probably no more than 100 full-time labour relations officers available to service the personnel and industrial relations areas. This lack of a professional approach may be explained by the small size of most firms in the industry, the editors said, but could be largely overcome by the formation of more effective contractor associations. The failure to create such groups explains some of the problems faced by the industry.

Turning to the role of Government, the editors believe that the inquiry conclusively established the need for special labour relations legislation in the construction industry. The editors support the initiative taken in this area by the Ontario Legislature on the recommendation of the Goldenberg Report of 1962. They said that the enactment of a special "construction industry" section of the Ontario Labour Relations Act and the creation of a special panel of the Ontario Labour Relations Board to deal with construction cases were logical steps to meet the needs of the industry, and they recommended the adoption of similar construction legislative and administrative provisions in other provinces and in the federal jurisdiction.

## Quebec Liquor Board Employees End Strike

Liquor stores in Quebec reopened on Nov. 26, 1968 after a five-month-long strike by 3,000 Quebec Liquor Board employees. Two votes on the settlement were needed to end the strike because the first vote was disrupted in Montreal by men who tipped over tables serving as polling stations and threw ballots into the air. During the second ballot, a squad of police guarded doors leading to polling booths in Montreal.

The employees, affiliated with the Confederation of National Trade Unions, went on strike on June 26, 1968. The workers had originally sought an increase of 35 per cent over three years, but the liquor board held to its offer of 15 per cent in two stages over a three-year contract plus longer hours. The final settlement was in line with the five-per-cent-a-year increase guideline that the Quebec Government had sought to implement in contract negotiations with school teachers and hospital workers.

Before the strike, workers earned an average of \$81.63 weekly. Under the new contract, warehouse employees receive a pay increase of 29 per cent; store employees, 26 per cent; and office employees, 23 per cent. The new basic hourly rate for male workers will range from \$2.28 to \$3.48. Store employees will receive \$104 weekly during the second half of the contract period.

Along with the increase, the settlement calls for an extension of the workweek by 2½ hours. Employees will receive a lump sum of from \$300 to \$375 because the contract will be retroactive to April 1, 1968. It will expire in 1971.

In the agreement, there is also a job security clause. Employees who are laid off by the liquor board and were employed before October 31, 1967 will be given employment in some other government agency.

Quebec Minister, without Portfolio Marcel Masse, who is in charge of contract negotiations with civil servants, estimated that strikers had lost about \$5 million in wages during the five months. In addition, it was estimated that the Quebec Government lost about \$31 million in revenue during the strike.

One result of the strike is a three-man royal commission set up by Premier Bertrand that will look into operations of the Quebec Liquor Board since 1964 and investigate the possibility of turning over the retail sale of bottled liquor to private enterprise. The Premier said that the commission was set up because there had been no review of the board's func-

tions since it was established in 1921, not because of irregularities in the sale of liquor during the strike.

During the strike, quantities of liquor being brought into Quebec from other provinces were seized. Liquor valued at \$100,000 was seized in a suburb of Quebec City in early November and six persons and two companies were charged with violating the Quebec Liquor Act.

The effects of the strike spread into New Brunswick where Premier Robichaud was considering an investigation of irregularities in shipments of liquor from a Quebec distillery to New Brunswick Liquor Commission warehouses.

At one point during the strike, a general strike throughout Quebec was proposed by CNTU President Marcel Pepin. Mr. Pepin had talks with Louis Laberge, President of the Quebec Federation of Labour, and Raymond Laliberté, President of the Quebec teachers' union (CEQ) in order to put up a common front in this dispute as in other labour disputes involving the Quebec Government, particularly those involving teachers and hospital workers. In October, a group of dissident strikers demanded an end of the strike. A vote on this was held, but about 72 per cent of the strikers endorsed their leaders' desire to continue the strike.

### HAS YOUR ADDRESS CHANGED?

We want you to receive your Labour Gazette without delay. Send your new address together with your old address label to the Circulation Manager, Labour Gazette, Canada Department of Labour, Ottawa.



# Review of 1968—Outlook for 1969

Against the background of a sharp acceleration of the rate of growth of world production and trade, the forward momentum of the Canadian economy picked up significantly during 1968. The year end review of the Minister of Industry and of Trade and Commerce, Hon. Jean-Luc Pepin, stated that the Gross National Product increased by close to 8 per cent during the year. National output in real terms rose by 4 per cent. The growth of demand and output, however, was not adequate to absorb the new productive resources becoming available. Although employment figures rose 2 per cent over those of 1967, unemployment increased as well. Persons without jobs now make up 5 per cent of the labour force, seasonal factors aside.

Total industrial output was up 4.5 per cent during 1968. Manufacturing showed a gain of more than 4 per cent. Motor vehicle assemblies exceeded 1.1 million units in 1968. Output of vehicles and parts combined increased nearly one fifth in the past year and three fifths since 1964. Annual exports of automotive products reached the \$2.5-billion mark to become by far the largest single Canadian export. Output of aircraft and parts, another industry heavily involved in two-way trade, was also up substantially in 1968.

Notwithstanding the high cost of mortgage money, about 15 per cent more houses were started during the year, and the value of residential construction was up substantially. Meanwhile, consumer spending has more than kept pace with growth in the economy, reflecting the continuing strong upward movement of personal incomes and sustained consumer buying interest, particularly for durables and services.

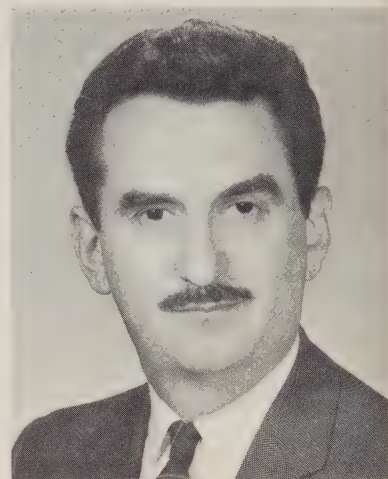
Exports in 1968 were up by \$2-billion or 18 per cent. Imports also increased. Canada's surplus on merchandise trade

rose from 0.5 billion in 1967 to more than \$1 billion in 1968, by far the largest trade surplus ever realized in a peace-time year. Canada's position on all current transactions with the rest of the world is now closer to balance than at any time in the past 15 years. The dominant factor underpinning the sharp growth of Canada's exports in 1968 was the accelerated tempo of business in the United States which rose by a spectacular \$1.75 billion, or 25 per cent. In Britain, a general policy of demand restraint limited sales expansion opportunities, but exports to this market showed a moderate advance. Exports to Japan, now the third largest market, rose moderately, following a spectacular 45-per-cent growth in 1967.

Automotive products accounted for nearly two fifths of the increase in Canada's exports and an even larger proportion of the rise in imports. Wheat sales on the other hand were lower in 1968.

## Looking Ahead to 1969

The report predicted that external market conditions may not be so favourable in the coming year. In the U.S., demand pressures are expected to ease somewhat: this would entail less spectacular growth in sales to this market. In Britain as well as in France, the recent intensification of restraint programs directed in particular toward improvement in external payments positions will dampen for the time being sales expansion opportunities. On the other hand, prospects are good in a number of countries, particularly Japan and West Germany. All things considered, a further growth in exports in the range of 5 to 10 per cent appears to be a realistic expectation for the coming year. The further Kennedy Round cuts, made on January 1 by the U.S. on a broad range of products of interest to Canada, will be helpful.



Hon. Jean-Luc Pepin

Within the Canadian economy, new growth impetus will be provided by the presently rising trend of capital investment. Capital spending in the business sector is expected to rise by 8 per cent in 1969. House building activity also continues to point upward. And the consumer sector is expected to see a sustained growth of spending on consumer goods and services.

One worrisome feature of the current economic performance is the persistent upward movement of costs and prices. This degree of price increase creates inequities in the distribution of income (see also p. 154). Clearly, there is a limit to the amount by which domestic costs and prices can rise before they start to impinge on our exports. Real income gains for the whole community come only through the more effective use of the nation's resources. It is by directing our efforts to real, as opposed to illusory, gains that Canadians will make the most of the opportunities that lie ahead.

# Industrial and Geographic Distribution of Union Membership in Canada, 1968

There were 2,010,000 union members in Canada at the beginning of 1968. This was an increase of 4.6 per cent over the 1967 figure. Membership figures are compiled from survey returns obtained by the Economics and Research Branch of the Canada Department of Labour from national and international union headquarters, central labour congresses and independent local organizations. The data obtained in the 1968 survey were published in *Labour Organizations in Canada, 1968*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations active in Canada, together with names of their principal officers and publications and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals, broken down by congress affiliation and by type and size of union.

Another survey of individual local unions across the country, made at the beginning of each year, provides data for the accompanying tables, giving distributions of union membership by industry, by province and by labour market area. In this survey, each local is asked to report the total number of its members, and the industry and location in which all or most of them are employed. Although there are cases where a local may have members employed in more than one industry, the secretary is asked to report only the one in which its membership is concentrated. In a relatively small number of cases, the industry was not reported; in addition, a number of locals indicated that their members were dispersed throughout several loca-

The information for this analysis of union membership was obtained by the Labour Organizations Division, Economics and Research Branch, Canada Department of Labour, from local union secretaries. Their co-operation is gratefully acknowledged.

tions in different areas or provinces. These locals and their membership are classified separately in the tables.

## Distribution by Industry

Table 1 gives the distribution of union membership by industry, on the basis of the DBS Standard Industrial Classification (1960). The data are shown, for the most part, on the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial subgroups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Examination of statistics obtained in the survey of local unions in 1967 and 1968 reveals substantial increases in some industrial sectors and decreases in others. The 188,000 union members reported in the service industries in 1968 represents an increase of about 19,000, reflecting substantial membership gains in such areas as health and welfare and education. There were 7,200 more union members reported in the construction industry than in the previous year, and 4,300 more in trade. The total number of union members in manufacturing industries showed little change from the 1967 figure. The largest decrease in membership, 6,700, was registered in the transportation and utilities group; in this group, union membership in water transport and incidental services and in railway transport accounted for most of the decrease. There was also a drop of 3,100 in the number of union members reported in mining compared with the previous year, attributable to decreases in metal mining and mineral fuels. Union members employed in manufacturing accounted for

37.7 per cent of the total in 1968; in 1967 the percentage was 39.5. The service industries have increased their proportion of total union membership from 8.8 per cent in 1967 to 9.4 per cent in 1968.

The information in Table 2 supplements that provided in Table 1. It lists, in alphabetical order, the names of the international and national unions and the independent local organizations that account for more than one tenth of the organized workers within each of the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the union membership reported in the group.

## Geographic Distribution

In Table 3, union membership is shown on a provincial basis, and in Table 4, by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, labour market areas correspond to the areas served by Canada Manpower Centres. In some cases, a labour market area corresponds to the area served by two or more Canada Manpower Centres; these composite areas are identified by an asterisk, and the areas they comprise are listed in the Appendix to Table 4.

At the beginning of 1968, there were almost 9,300 local unions in Canada with a total membership of more than two million. Survey returns were received from a large proportion of these locals; the number that did not reply to the survey is shown in Tables 1 and 3. No corresponding entry for these locals is given in the membership column, because their membership is not known. An adjustment entry indicates the difference between the total membership based on the union headquarters survey and the membership reported by the responding local unions.



TABLE 1—Union Membership by Industry\*, 1968

Industry	Locals Membership		Industry	Locals Membership		Industry	Locals Membership	
AGRICULTURE.....	14	707	Electrical products.....	146	59,400	SERVICE INDUSTRIES	735	188,247
FORESTRY†.....	36	42,026	Non-metallic mineral products.....	146	21,191	Education.....	224	26,254
FISHING AND TRAPPING.....	11	4,010	Petroleum and coal products.....	21	3,682	Health and welfare.....	282	99,488
MINES.....	164	54,788	Chemical products.....	136	21,521	Recreational service....	87	26,789
Metals.....	93	37,833	Miscellaneous manufacturing.....	60	9,330	Services to business.....	12	993
Mineral fuels.....	30	8,793	CONSTRUCTION.....	523	216,731	Personal services.....	115	30,350
Non-metal.....	25	7,293	TRANSPORTATION AND UTILITIES	2,171	354,905	Miscellaneous services	15	4,373
Quarries.....	13	569	Air transport and incidental services....	92	10,738	PUBLIC ADMINIS- TRATION.....	1,627	205,991
Incidental services.....	3	300	Water transport and incidental services....	122	32,728	Federal administration	931	85,861
MANUFACTURING....	2,727	757,463	Railway transport.....	990	119,623	Provincial administra- tion.....	65	44,963
Food.....	341	73,020	Running trades.....	316	31,976	Local administration..	631	75,167
Beverages.....	74	11,873	Non-operating employees.....	673	87,622	INDUSTRY NOT REPORTED.....	33	7,555
Tobacco products.....	20	6,247	Truck transport.....	51	36,838	ADJUSTMENT ENTRY††.....		93,814
Rubber.....	47	15,380	Buses and streetcars....	60	24,304	NO RETURN.....	970	
Leather.....	72	12,133	Other transport.....	11	1,828	TOTALS.....	9,273	2,009,733
Textiles.....	155	37,564	Storage.....	25	2,724			
Knitting mills.....	23	3,070	Communication.....	696	78,094			
Clothing.....	114	50,082	Power, gas and water..	124	48,028			
Wood.....	110	43,732	TRADE.....	250	82,711			
Furniture and fixtures	64	13,045	FINANCE.....	12	785			
Paper.....	336	73,190						
Printing and publishing.....	186	31,916						
Primary metals.....	132	72,577						
Metal fabricating.....	269	45,376						
Machinery.....	116	29,933						
Transportation equipment.....	159	123,201						

\*Based on DBS Standard Industrial Classification (1960) (DBS Cat. No. 12-501).

†Includes some sawmilling.

††This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

TABLE 2—Union Representation Within Industry Groups, 1968

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)	Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
AGRICULTURE.....	Departmental of Agriculture Component—PSAC—(CLC)	Incidental services.....	Steelworkers (AFL-CIO/CLC)
FORESTRY.....	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC) Woodworkers' Federation—UCC — (Ind.)	MANUFACTURING	
FISHING AND TRAPPING	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)	Food.....	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC) Teamsters (Ind.)
MINES		Beverages.....	Brewery Workers (AFL-CIO/CLC) Distillery Workers (AFL-CIO/CLC)
Metal.....	Steelworkers (AFL-CIO/CLC)	Tobacco products.....	Tobacco Workers (AFL-CIO/CLC)
Mineral fuels.....	Mine Workers (Ind.)	Rubber.....	Rubber Workers (AFL-CIO/CLC)
Non-metal.....	Metallurgists and Miners' Federation (CNTU)	Leather.....	Butcher Workmen (AFL-CIO/CLC) Clothing Workers Federation (CNTU)
Quarries.....	Cement Workers (AFL-CIO/CLC)		Leather and Plastic Workers (AFL-CIO/CLC) Packinghouse Workers (AFL-CIO/CLC) Textile Workers' Union (AFL-CIO/CLC)
	National Council of Canadian Labour (Ind.)		
	Steelworkers (AFL-CIO/CLC)		

TABLE 2—Union Representation Within Industry Groups, 1968 (Continued)

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)	Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)
Textiles.....	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)	CONSTRUCTION.....	Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
Knitting Mills.....	Clothing Workers Federation (CNTU) Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)	TRANSPORTATION AND UTILITIES	
Clothing.....	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)	Air transport and incidental services.....	Air Line Flight Attendants (CLC) Air Line Employees (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC)
Wood.....	Woodworkers (AFL-CIO/CLC)	Water transport and incidental services.....	I.L.A. (AFL-CIO/CLC) Merchant Service Guild (CLC) Railway Transport and General Workers (CLC) Seafarers (AFL-CIO/CLC)
Furniture and fixtures.....	Building and Woodworkers Federation (CNTU) Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)	Railway transport	
Paper.....	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC)	Running trades.....	Trainmen (AFL-CIO/CLC)
Printing and publishing.....	Bookbinders (AFL-CIO/CLC) Lithographers and Photoengravers (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)	Non-operating employees.....	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway Transport and General Workers (CLC)
Primary metals.....	Metallurgists and Miners Federation (CNTU) Steelworkers (AFL-CIO/CLC)	Truck transport.....	Teamsters (Ind.)
Metal fabricating.....	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)	Buses and streetcars.....	Public Service Employees Federation (CNTU) Transit Union (AFL-CIO/CLC)
Machinery.....	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)	Other transport.....	Railway Clerks (AFL-CIO/CLC) Teamsters (Ind.)
Transportation equipment.....	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)	Storage.....	Brewery Workers (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC)
Electrical products.....	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)	Communication.....	Canadian Telephone Employees (Ind.) Letter Carriers (CLC) Postal Workers (CLC)
Non-metallic mineral products.....	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)	Power, gas and water.....	I.B.E.W. (AFL-CIO/CLC) Public Employees (CLC)
Petroleum and coal products	Oil Workers (AFL-CIO/CLC)	TRADE.....	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC)
Chemical products.....	Chemical Workers (AFL-CIO/CLC) Chemical Workers Federation (CNTU) District 50, U.M.W.A. (Ind.) Oil Workers (AFL-CIO/CLC)	FINANCE.....	Commerce and Office Employees Federation (CNTU) Independent Local— <i>La Fraternité des Employés de la Cie d'Assurance- vie La Sauvegarde</i>
Miscellaneous manufacturing.....	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)	SERVICES INDUSTRIES	
		Education.....	Public Employees (CLC) Public Service Employees Federation (CNTU)
		Health and welfare.....	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees Federation (CNTU)
		Recreational services.....	Musicians (AFL-CIO/CLC)



**TABLE 2—Union Representation Within Industry Groups, 1968 (Concluded)**

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in alphabetical order)	
	Unions	Membership
Services to business.....	CNTU—Chartered Local I.B.E.W. (AFL-CIO/CLC) Independent Local—Association of Employees of the Dominion Electric Protection Co. Public Employees (CLC) Steelworkers (AFL-CIO/CLC)	
Personal services.....	Hotel Employees (AFL-CIO/CLC)	
Miscellaneous services.....	Building Service Employees (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)	
<b>PUBLIC ADMINISTRATION</b>		
Federal administration.....	National Component, P.S.A.C. (CLC) National Defence Employees, P.S.A.C. (CLC)	
Provincial administration.....	B.C. Government Employees (CLC) Quebec Government Employees (CNTU)	
Local administration.....	Fire Fighters (AFL-CIO/CLC) Public Employees (CLC)	

**TABLE 4—Union membership by labour market area, 1968**

Labour Market Area	Locals	Membership	Areas Under 1,000 Members
<b>NEWFOUNDLAND</b>			
Corner Brook.....	34	3,439	
Grand Falls.....	30	3,559	
Labrador City.....	6	2,744	
St. John's.....	85	10,068	
Two or more areas.....	8	4,485	
<b>PRINCE EDWARD ISLAND</b>			
Charlottetown.....	35	1,862	Summerside
<b>NOVA SCOTIA</b>			
Amherst.....	18	1,247	
Bridgewater.....	17	1,230	
Halifax.....	159	24,503	
Kentville.....	31	1,668	Inverness
Liverpool.....	12	1,072	
New Glasgow.....	60	7,230	Springhill
Sydney.....	99	15,819	
Truro.....	23	1,152	
Yarmouth.....	19	1,058	
Two or more areas.....	7	1,517	
<b>NEW BRUNSWICK</b>			
Bathurst.....	41	3,446	
Campbellton.....	31	3,482	Minto
Edmundston.....	20	1,437	St. Stephen
Fredericton.....	46	3,118	Sussex
Moncton.....	82	7,881	Woodstock
Newcastle.....	22	2,607	
Saint John.....	105	13,121	
Two or more areas.....	7	2,554	

**TABLE 3—Union Membership by Province, 1968**

Province	Number of Locals		Locals Reporting Membership
	Locals	Number	Membership
Newfoundland.....	163	140	24,295
Prince Edward Island.....	47	45	2,701
Nova Scotia.....	460	456	57,500
New Brunswick.....	395	344	39,493
Quebec.....	2,579	2,237	581,667
Ontario.....	3,202	2,922	716,162
Manitoba.....	370	348	72,914
Saskatchewan.....	378	357	44,497
Alberta.....	485	471	82,434
British Columbia.....	918	899	255,412
Yukon and Northwest Territories.....	29	20	1,061
Two or more provinces*	65	64	37,783
Adjustment entries.....	182†		93,814‡
No return.....		970	
<b>TOTAL.....</b>	<b>9,273</b>	<b>9,273</b>	<b>2,009,733</b>

\* Includes membership of Seafarers, Transportation-Communication Employees, United Telegraph Workers and Actors' Equity.

† Represents difference between total membership as reported by union headquarters and that reported in the survey of local unions.

‡ Locals reported by union headquarters but for which separate membership data were not obtained.

Labour Market Area	Locals	Membership	Areas Under 1,000 Members
<b>QUEBEC</b>			
Asbestos.....	13	4,047	
Beauharnois.....	15	1,646	
Buckingham.....	14	1,354	
Drummondville.....	42	3,582	
Farnham-Granby*.....	77	7,633	
Gaspé*.....	39	3,871	
Hull* (with Ottawa).....			
Joliette.....	58	4,342	
La Tuque.....	16	2,052	
Lac St. Jean*.....	205	24,430	Maniwaki
Lachute-Ste. Thérèse*.....	55	6,461	Mont Laurier
Montmagny.....	16	1,587	
Montreal.....	834	301,527	
Quebec-Levis*.....	267	43,261	
Quebec-North Shore*.....	78	13,102	
Rimouski.....	31	3,208	
Rivière du Loup.....	32	1,832	
Rouyn-Val d'Or.....	87	8,053	
St. Hyacinthe.....	42	6,093	
St. Jean.....	68	7,752	
St. Agathe-St. Jérôme*.....	36	3,993	
Shawinigan.....	52	7,004	
Sherbrooke*.....	113	18,696	
Sorel.....	41	5,726	
Temiscaming.....	10	1,005	
Thetford-Megantic- St. Georges*.....	48	4,240	
Trois Rivières.....	85	12,549	
Valleyfield.....	43	4,874	
Victoriaville.....	49	6,803	
Two or more areas.....	37	62,655	

TABLE 4—Union membership by labour market area, 1968

Labour Market Area	Locals	Membership	Areas Under 1,000 Members
ONTARIO			
Barrie.....	32	2,552	Arnprior
Belleville-Trenton*.....	72	6,832	Bracebridge
Brampton.....	42	6,568	
Brantford.....	64	10,162	Carleton Place
Brockville.....	24	3,236	
Chatham.....	27	4,807	Gananoque
Cobourg.....	26	2,301	Goderich
Collingwood.....	10	1,359	Hawkesbury
Cornwall.....	51	6,174	
Fort Frances.....	20	1,361	Listowel
Fort William-Port Arthur	119	17,521	Parry Sound
Galt.....	63	6,091	Perth
Guelph.....	66	7,488	
Hamilton.....	214	55,578	Renfrew
Kapuskasing.....	17	5,400	Sioux Lookout
Kenora.....	32	3,014	Napanee
Kingston.....	51	11,120	
Kitchener.....	81	14,850	
Leamington.....	7	1,067	
Lindsay.....	19	1,118	
London.....	113	24,745	
Midland.....	22	1,250	
Niagara Peninsula*.....	221	38,368	
North Bay.....	54	5,322	
Orillia.....	18	1,141	
Oshawa.....	68	25,083	
Ottawa-Hull*.....	227	45,298	
Owen Sound.....	19	1,304	
Pembroke.....	36	3,287	
Peterborough.....	62	9,964	
Picton.....	9	1,018	
Prescott.....	12	1,365	
St. Thomas.....	41	3,769	
Sarnia.....	44	8,368	
Sault Ste. Marie.....	69	12,481	
Simcoe.....	17	1,595	
Smith Falls.....	24	1,447	
Stratford.....	38	2,470	Sturgeon Falls
Sudbury*.....	87	29,109	
Timmins-Kirkland Lake*.....	78	5,797	
Toronto*.....	669	249,679	
Walkerton.....	7	1,625	
Wallaceburg.....	7	1,625	
Windsor.....	105	39,002	
Woodstock-Tillsonburg*.....	32	5,754	
Two or more areas.....	51	32,451	
MANITOBA			
Brandon.....	37	2,413	Dauphin
Flin Flon.....	13	2,653	Portage la Prairie
The Pas.....	18	3,366	
Winnipeg.....	275	60,377	
Two or more areas.....	6	3,356	
SASKATCHEWAN			
Moose Jaw.....	37	3,501	Estevan
			North Battleford
			Swift Current
Prince Albert.....	41	2,590	Weyburn
Regina.....	95	14,193	
Saskatoon.....	104	13,393	
Yorkton.....	29	2,899	
Two or more areas.....	18	5,480	
ALBERTA			
Blairmore.....	11	1,595	
Calgary.....	142	30,239	
Edmonton.....	178	36,820	Drumheller
Lethbridge.....	51	3,265	Edson
Medicine Hat.....	38	3,005	Grande Prairie
Two or more areas.....	15	5,653	Red Deer
BRITISH COLUMBIA			
Central Vancouver Island*.....	74	17,431	Michel
Chilliwack.....	16	1,291	Cassiar
Cranbrook.....	26	4,117	Princeton
Dawson Creek.....	12	5,105	
Kamloops.....	42	3,588	
Kitimat.....	3	2,033	
Okanagan Valley*.....	69	7,766	
Prince George.....	48	6,832	
Prince Rupert.....	48	5,402	
Trail-Nelson*.....	46	6,327	
Vancouver-New Westminster.....	395	150,482	
Victoria.....	103	18,516	
Two or more areas.....	21	24,731	
YUKON-NORTHWEST TERRITORIES			
Whitehorse.....	28	1,437	
* Indicates labour market area comprising areas served by two or more Canada Manpower Centres. See appendix.			
APPENDIX TO TABLE 4—Labour market areas comprising areas served by two or more Canada Manpower Centres.			
Labour market areas appear in italics, followed by names of the Canada Manpower Centres in roman type.			
QUEBEC			
<i>Farnham-Granby:</i> Cowansville, Farnham, Granby. <i>Gaspé:</i> Caucapscal, Chandler, Gaspé, Matane, New Richmond. <i>Lac St. Jean:</i> Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. <i>Lachute-Ste Thérèse:</i> Lachute, Ste Thérèse. <i>Montréal:</i> Montréal, Ste Anne de Bellevue. <i>Québec-Lévis:</i> Lévis, Québec. <i>Québec-North Shore:</i> Baie Comeau, Forestville, La Malbaie, Sept Iles. <i>Rouyn-Val d'Or:</i> Rouyn, Val d'Or. <i>Ste-Agathe-St Jérôme:</i> Ste Agathe, St Jérôme. <i>Sherbrooke:</i> Magog, Sherbrooke. <i>Thetford-Mégantic-St Georges:</i> Mégantic, Thetford Mines, Ville St Georges. <i>Trois Rivières:</i> Louiseville, Trois Rivières.			
ONTARIO			
<i>Belleville-Trenton:</i> Belleville, Trenton. <i>Fort William-Port Arthur:</i> Fort William, Port Arthur. <i>Niagara Peninsula:</i> Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. <i>Ottawa-Hull:</i> Hull, Que., Ottawa, Ont. <i>Sudbury:</i> Elliot Lake, Sudbury. <i>Timmins-Kirkland Lake:</i> Kirkland Lake, Timmins. <i>Toronto:</i> Long Branch, Newmarket, Oakville, Toronto, Weston. <i>Woodstock-Tillsonburg:</i> Tillsonburg, Woodstock.			
BRITISH COLUMBIA			
<i>Central Vancouver Island:</i> Courtenay, Duncan, Nanaimo, Port Alberni. <i>Okanagan Valley:</i> Kelowna, Penticton, Vernon. <i>Trail-Nelson:</i> Nelson, Trail. <i>Vancouver-New Westminster:</i> Mission City, New Westminster, Vancouver.			



# An Alternative to the Industrial Tribunal

A detailed response by management, containing some alternatives to the recommendations in the report of the Ontario Royal Commission Inquiry into Labour Disputes, has been submitted to the Ontario Minister of Labour.

**A**N INDUSTRIAL tribunal modelled after recommendations advanced in the report of the Ontario Royal Commission Inquiry into Labour Disputes (L. G., Dec. 1968, p. 686) should "be limited, for the present at least, to the public sector and should be premised on legislative denial of the right to strike" for public employees. This is the opinion of the Ontario Division of the Canadian Manufacturers' Association as expressed in a brief submitted to the Ontario Minister of Labour on December 19, 1968.

The submission resulted from 11 meetings that the CMA held throughout Ontario, last fall. A special committee of industrial relations specialists used the conclusions reached at these meetings as the basis for a brief in response to Mr. Justice Rand's commission report. The royal commission suggested that an industrial tribunal be established governing all labour-management disputes in the province. But the CMA suggests the retention of free collective bargaining, and a stronger conciliation and arbitration service for private sector labour disputes, rather than a tribunal.

The CMA said in its submission that it regretted that the royal commission report made no reference to the "effective and highly commendable record of the Conciliation Services Branch" of the Ontario Department of Labour. The conciliation service should be removed from the Department of Labour, the CMA says, and permitted to report directly to the Minister of Labour, "much in the way the Workmen's Compensation Board reports through the minister." This new mediation and conciliation service would be able to increase its staff and have its own budget.

The proposed service, the CMA hopes, would have the power to invoke a "cooling off" period, but should not have the power to impose a settlement. "Under our proposed system, the parties would be prohibited from recourse to strike or lockout until the mediation-conciliation process had been exhausted, and the mediation and conciliation service had set a date after which such action would be lawful.."

In the public sector, the CMA wants to see an end to strikes and the introduction of an inquiry commission that "would determine wages and working conditions for tax-supported employees where the two parties failed to agree on settlement

of their differences." At first, this commission would be responsible for the public service, but later its role could be reviewed for possible extension into other areas "such as municipal services provided by private contractors." The CMA adds that it does not share Mr. Justice Rand's "admiration of the recommendations by the Hon. Mr. Justice Freedman on railroad operations" (L. G. 1966, p. 4). And it went on to say that, although management does have a responsibility to care about the effect of automation on employees, there should be no legislative restriction on change.

Looking at other aspects of the royal commission report, the CMA maintained that "the injunction is a perfectly straightforward legal procedure applicable equally to all citizens and is a necessary remedy in any civilized community." The association would accept the modifications in procedure suggested by Mr. Justice Rand for securing injunctions, "proved that, at the same time, trade unions are recognized as legal entities." The CMA did not agree that the granting of injunctions should be a function of the tribunal as proposed by the Commissioner. "To deal with injunctions in a separate form of labour tribunal merely supports the apparent contention of labour unions that they are above the law."

As for picketing, the CMA's submission said: "The Rand suggestions that picketing be held to reasonable limits makes nothing but good sense and is worthy of immediate implementation by the Government of Ontario through its own legislation. . . . We urge the immediate implementation of the Commissioner's recommendation to prohibit secondary boycotts and picketing in support of such secondary boycotts. These are nothing but unjustified aggressive actions against innocent third parties and should have no place in civilized society."

What was expected and what did result from Mr. Justice Rand's inquiry, the CMA says, was an appraisal of the industrial relations system as it operates today, "coupled with recommendations which it is hoped will serve to make the system function more efficiently and more in tune with the interests of labour, management, and, more particularly, the public at large."

The CMA agreed with Mr. Justice Rand that some of the pressures and problems that led to the inquiry should be the first to be treated in any change. As the brief stated it, "Those recommendations dealing with picketing, secondary boycotts, injunctions and the liability of unions to suit should be given effect without delay. . . . Given these changes in rules and practice, an improved, more balanced relationship would result, which in turn would permit employers to work with unions in an atmosphere less highly charged with emotion and more conducive to an equitable settlement of differences."



# 50 Years Ago

In the Labour Gazette  
March 1919

A company president gives the company to his employees, a man loses his job after a two-week illness, and the Federation of Western Postal Employees hold their first meeting.

In what must have been considered a most unusual and unprecedented move in private industry, the President and co-partners of the Sewall-Clapp Envelope Co. of Chicago, rewarded their hardworking staff by handing over the control of the company to them, reported the *LABOUR GAZETTE* of March 1919. The employees picked up more than 90 per cent of all stock and were asked to run the company themselves. The transfer of the name, entire management and chief ownership of the company, said President Clement L. Clapp, "is in the spirit of world democracy and the reward of faithful service and fealty to duty."

Seven months after he was hired by a boot manufacturing company at \$18 a week, a man became ill and was confined to bed for two weeks. On his return to work he found that in spite of a one-year contract, another worker had been given his job, and the company offered him another one at half the salary he had been making before. He worked at the second job one day and then brought action against the company for breach of contract.

The company pleaded that it was necessary to have an inspector constantly at his post. They pointed out that when the worker had returned to the factory they offered him piecework at which he would soon have been earning more than he was paid as an inspector, but that he had preferred to leave the work without a notice of any kind.

The workman's action was dismissed by the Court who claimed that the urgency and importance of the job had justified the company's cancelling of the contract, and the hiring of another inspector. The Court considered also that the man had in fact consented to the cancellation of his contract by accepting the inferior position, and it faulted him for leaving the new job without notice.

The Secretary of the American Federation of Labor stated that in Pennsylvania in 1918 there were 93,036 fewer industrial accidents than in 1917, and 70,772 fewer than in 1916. He attributed the safety record upswing to the Daylight Saving plan in force in 1918, which eliminated from the workday the late afternoon hours when physical energy was at its lowest ebb.

A "handicap bureau" was established by the United States Employment Service of the Department of Labor for the purpose of finding suitable positions for men and women past middle age and for those who, because of a physical disability, have difficulty in finding employment. In Massachusetts, where the work was already under way, the first monthly report showed that 1,367 men and women beyond the prime of life had been placed in good positions. The youngest helped was 50 and the oldest was 72. The Illinois bureau had placed also 412 crippled soldiers.

The first annual convention of the Federation of Western Postal Employees was held at Saskatoon, Sask., on February 10, 1919. The name of the association was changed to "Amalgamated Postal Workers," and it was decided to try to unite all of Canada's postal employees in one body. A committee was appointed to decide upon a type of uniform for carriers, porters and trainmen, and to draw up various rules and regulations in co-operation with the Post Office.

Among the resolutions passed by the convention were the following:

- employees in all offices, urban and rural, should be treated identically;
  - railway mail clerks who are members of the union should receive the same recognition as other postal union employees;
  - a staff of special delivery messengers should be created and uniformed as carriers, and receive a salary of \$600 a year;
  - all work in basements should be abolished;
  - for the purpose of taking Civil Service examinations, the age of the employee when he enters the post office service should be considered as his age when applying for his examination;
  - leave of absence with pay and free transportation should be granted to all officers and delegates attending the annual conventions;
  - the Post Office Department should consult with the recognized organizations of the employees before instituting any changes in rates of pay or in working conditions;
  - each office with eight or more letter carriers should have a recognized superintendent of carriers taken from the carriers' staff;
  - all mail cars should be of the standard steel type, and that old pattern steel cars should be converted to conform to modern requirements;
  - railway mail clerks shall not be required to attend to other than the regular duties of mail clerks either in their hours of duty or in their spare time;
  - all contracts for clothing and equipment of postal clerks should be given to union firms;
  - the Post Office Department should call a conference between the Department and employees for the purpose of drawing up the book of regulations to be published by the Department, instead of the employees forwarding suggestions to the Department on various points and rules;
  - a qualifying examination should not be necessary for the promotion of employees now in the service, and
  - all members who have been held back by the qualifying examination should be placed in the same position they would have been in had they passed the examination.
- The executive were instructed to request from the Government the immediate appointment of a local board of investigation to deal with certain grievances at the Saskatoon office. It was decided to ask that the present system of promotion by annual increases of \$100 be continued, provided that the employee was of proven ability, and that after the maximum was reached, that the most efficient employee be placed in charge and granted increased remuneration.
- three months leave of absence with pay should be granted after 10 years service;
  - all examination papers should be returned to candidates after correction;
  - all postal clerks with 15 years service should be given day hours of duty;



# Legal Decisions

The Supreme Court of Canada has quashed an order of the Alberta Board of Industrial Relations certifying a bargaining unit whose scope was outside the union jurisdiction.

The Supreme Court of Canada has ruled that an arbitration board had no authority under a collective agreement to alter a disciplinary decision by management.

## Legislation Branch

THE SUPREME Court of Canada decided on October 1, 1968 that the Alberta Board of Industrial Relations had mistakenly determined a union local to be a "proper" bargaining agent for employees who, by virtue of the international union constitution, could not become members of the union. The Board erred in finding that the constitution would permit the general president of the international union to authorize the local to take into membership classes of workers not included in the union jurisdiction defined in the constitution. The Court found this to be an error of law on the face of the record, subject to quashing by *certiorari*.

### Trade Jurisdiction

The trade jurisdiction of the Sheet Metal Workers' International Association was set down in its constitution. The union's jurisdiction included "any and all types of sheet metal work and copper-smith work in connection with or incidental to the manufacture, fabrication, assembling, maintenance and repair of automobiles, airplanes, pontoons, dirigibles, blimps and other types of aircraft

and equipment, and all types of aircraft hangars" (Art. 1, sec. 5 (s)). On January 29, 1965, the general president of the international association sent a letter to the international organizer in Edmonton, Alta. The letter read:

Please be advised that you have my permission under Art. 10, Sec. 2 (e) of the International Association's Constitution to organize Auto Body Workers, Motor Mechanics and other Allied Production Workers in the Province of Alberta, and that all such persons are eligible for membership upon application and the payment of the initiation fee which, pursuant to the said section, is hereby set at \$1.00.

Local 414 of the Sheet Metal Workers' International Association applied to the Alberta Board of Industrial Relations in June 1965 for certification as bargaining agent for all the employees of Stedelbauer Chevrolet Oldsmobile Ltd., excepting office workers, salesmen and supervisory personnel. After a hearing, the Alberta Board certified Local 414 under the name of "Sheet Metal Auto Body, Motor Mechanics, and Allied Production Workers, Local No. 414, Edmonton, Alberta."

### Certiorari Applied For

The Stedelbauer company had objected to the granting of certification when Local 414's application was before the Board, claiming, among other things, that none of the employees in the proposed unit was properly eligible for membership in the Sheet Metal Workers' International Association in view of the definition of that union's trade jurisdiction set down in its constitution. After certification was granted to Local 414, Sheet Metal Auto Body, Motor Mechanics, and Allied Production Workers, the Stedelbauer company applied to the Alberta Supreme Court for a writ of *certiorari* to quash the certificate (L.G. 1967, p. 44).

### Reasons for Decision

In accordance with the rules of court for *certiorari* proceedings, the Alberta Board was required to file a return that

included all papers and documents touching on the matter. The Board had not given written reasons for its decision on the application regarding the Stedelbauer company, but the same issue had been raised in a previous application for certification made by the Sheet Metal Workers in relation to Turnbull Motors Ltd. The Board's written reasons for decision in the Turnbull Motors case were submitted to the *certiorari* proceedings as being representative of the reasons for decision in the Stedelbauer case.

In the Turnbull Motors case, the Sheet Metal Workers made reference to certain paragraphs of their constitution in support of the claim that the general president had the discretion to allocate trade jurisdictions to a union local, as was done in the letter dated January 29, 1965. Art. 3, sec. 1 reads:

The General President shall preside at all meetings and Conventions of this Association and at meetings of the General Executive Council. He shall preserve order and, in all cases where the vote is equally divided in a Convention or meeting of the General Executive Council, he shall cast the deciding vote. He shall enforce all laws of the Association, decide all questions of order and usage, interpret and decide all points of law and controversies and decide all constitutional questions.

Art. 3, sec. 2 (g) reads, in part:

The General President shall have full authority to specify, designate or change the specific territory and classes of work over which each local union or district council shall exercise jurisdiction, to organize and charter additional local unions or district councils in accordance with this Constitution and to determine the specific territory and classes of work over which newly chartered locals or district councils shall have jurisdiction. . . .

The Sheet Metal Workers told the Board that, at the 1962 International Convention, representations had been made to the Constitution Law Committee to include "mechanics" in the trade jurisdiction provision (Art. 1, sec. 5(a)) of the constitution and that the Committee and Convention as a whole had decided that it was not necessary to amend that section because "it was provided for in the general part of the constitution." It was also submitted that, since 1956, union locals of the Sheet Metal Workers' International Association had been organizing on a production basis, on an industrial basis, and on the basis of plant maintenance.

The Board was of the opinion in the Turnbull Motors case that, in view of the authority vested in the general president under Art. 3, sec. 2(g), that officer had not exceeded his powers in issuing the



charter to Local 414 and in allocating the trade jurisdiction set out in his letter of January 29, 1965 to the International organizer in Edmonton.

### Board Erred

The Alberta Supreme Court, however, was of the opinion that the Board's decision was wrong. The Court said:

The General President's authority to 'Interpret and decide all points of law and controversies and decide all constitutional questions' . . . cannot reasonably be wide enough to include an altogether different class of workers than that which is originally covered by the Constitution. There can often be difficult questions arising from the interpretation of a Constitution such as this, and it is probably wise that an officer be given the right to decide. But to allow that officer to extend the classes of employees renders the Constitution itself useless. It removes all meaning from the provisions of Section 55(1)(j) of *The Alberta Labour Act*, which defines a 'trade union' as an organization having a written constitution, and from Section 105 of the Act, which requires the constitution to be filed with the Minister of Labour.

The Court found that the Sheet Metal Workers' local did not have a single employee in the Stedelbauer unit who could be classified within the terms of the union's written constitution. The authority given to the general president under Art. 3, sec. 2(g) — to specify, designate or change the specific territory and classes of work over which each union local or district council shall exercise jurisdiction — would have to be subject to the rule *ejusdem generis* '(being of the same kind or nature). This would mean that the general president may designate and alter territorial jurisdiction, and vary classes of workers that union locals may include in their organizations, but the general president cannot extend the classes of workers who are not in the general classifications set down in the trade jurisdiction provision of the Sheet Metal Workers' constitution (Art. 1, sec. 5(s)).

If the action before the Court had been by way of an appeal, rather than by way of *certiorari*, the Alberta Supreme Court would have quashed the decision of the Alberta Board of Industrial Relations. The Court held that an application for *certiorari* must be grounded on lack of jurisdiction, on breach of natural justice, or on an error on the face of the record. Taking the view that, if the Alberta Board had erred, it was in respect of a finding of fact, the Alberta Supreme Court did not grant *certiorari*. The error in the finding of fact apparently was in the question of whether a majority of the employees in the Stedelbauer unit had selected the Sheet

Metal Workers' Local 414 as the bargaining agent.

Sec. 61 of the Alberta Labour Act (R.S.A. 1955, c. 167) requires the Board, upon receipt of an application for certification of a bargaining agent, to inquire into whether the trade union that claims to have been selected by a majority of the employees in a unit is a proper bargaining agent.

Sec. 63 of the Alberta Labour Act provides:

If the Board is satisfied

(a) that the applicant for certification as a bargaining agent is a proper bargaining agent,

(b) that the unit of employees is an appropriate unit for collective bargaining, and

(c) that a majority of the employees in the unit have selected the applicant to be a bargaining agent on behalf of the employees of the unit

(i) by membership in good standing according to the constitution and by-laws of the applicant or by having applied for membership and by having paid the initiation fee required by the constitution and bylaws of the applicant on or not longer than three months before the date of the application for certification was made, or

(ii) by the result of a vote conducted or supervised by the Board, of those who were employees in the unit on the date the application was made or such other date as may be fixed by the Board, the Board shall certify the applicant to be a bargaining agent on behalf of the employees in the unit, but if the Board is not satisfied in respect of any of the matters set out in clauses (a) to (c) the Board shall refuse to certify the applicant.

The Alberta Supreme Court apparently decided that the application for membership in Local 414 by a majority of Stedelbauer's employees was sufficient for the purposes of Sec. 63(c)(i), whether or not these employees could obtain membership in the Sheet Metal Workers' International Association under the provisions of its constitution. No reference was made to the requirements of Sec. 63(a) that the Board be satisfied that the applicant for certification is a proper bargaining agent.

### Order Quashed on Appeal

The Appellate Division of the Alberta Supreme Court agreed with the view of the Court below that the decision of the Alberta Board of Industrial Relations was wrong; moreover, the Appellate Division held that the Board had erred in law on the record (L. G. 1967, p. 582). The error occurred in giving to the word "proper" (in Sec. 63(a) of the Alberta Act) a meaning that it would not bear.

The certification order was, accordingly, quashed.

### Right of Review

When the Stedelbauer case came before the Supreme Court of Canada, Local 414 did not seriously dispute the conclusion reached by the Alberta Courts in the question of law. Local 414 argued, instead, that the error in law by the Alberta Board of Industrial Relations did not warrant the quashing of the Board's certification order, because the error did not relate to the Board's jurisdiction. In support of this, it was said that the Alberta Board's decision in the Stedelbauer case related to a matter specifically referred to the Board by the Alberta Labour Act; therefore, the decision to certify Local 414 could not be disturbed because there had been an error of law in reaching the decision.

Mr. Justice Martland, speaking on behalf of the Supreme Court of Canada, did not agree. He noted that the Alberta Labour Act does not contain a privative clause such as was referred to in the Supreme Court of Canada decision in the case of *Farrell v. Workmen's Compensation Board* (L. G. 1962, p. 539). Such a privative clause gives to an administrative board exclusive jurisdiction to determine all questions of fact and law, and prohibits removal of proceedings into any Court by an application for *certiorari*. In the absence of the privative clause, the question in this case regarded the extent to which the proceedings of an administrative board may be reviewed by way of *certiorari*.

Mr. Justice Martland was of the opinion that such a review can be made, not only on a question of jurisdiction, but also in respect of an error of law on the face of the record. It was clearly stated in the British case of *R. v. Northumberland Compensation Appeal Tribunal*, (1951) 1 K.B. 711, approved, on appeal, in (1952) 1 K.B. 338, that the decision of a statutory administrative tribunal could be quashed by *certiorari* because of an error of law on the face of the record, although the error was not related to jurisdiction. The *Northumberland* case was referred to in the Supreme Court of Canada decision in the case of *Toronto Newspaper Guild v. Globe Printing Company* (L. G. 1953, p. 1174).

In the British case of *Baldwin & Francis Ltd. v. Patents Appeal Tribunal*, (1959) A.C. 663, the opinion was expressed that:

Procedure by way of *certiorari* is available both where there has been "excess of jurisdiction" (which is not a very adequate description) and where error of law appears on the face of the record.

The *Northumberland* case applied what had been stated regarding administrative tribunals by the Judicial Committee of the



Privy Council in *R. v. Nat Bell Liquors, Limited*, (1922) 2 A.C. 128. In the *Nat Bell* case, it was said that supervision of an inferior Court by a superior Court covers two points:

— the area of the inferior Court's jurisdiction, and the qualifications and conditions of exercising that jurisdiction; and

— the observance of the law in the course of exercising the jurisdiction.

### Error of Law Committed

Mr. Justice Martland agreed with the Alberta Courts in holding that there was an error of law in the Alberta Board's decision in the Stedelbauer case. He said:

A trade union which seeks to be certified as a bargaining agent must have a written constitution, rules or bylaws which, in addition to setting forth its objects, defines the conditions under which persons may be admitted and continue as members [Sec. 55(1)(j) of the Alberta Labour Act]. In my opinion, when that provision is read along with Secs. 61(a) and 63, the Act contemplates that a trade union, to be a proper bargaining agent, must be one whose objects and membership requirements are in harmony with the interests of the employees in the proposed unit and which permit them to become members of it.

Mr. Justice Martland went on to say:

The Board was quite properly concerned, in this case, with the matter of the employees' right to membership in the union which had applied for certification. Where it erred was in construing the constitution of the applicant union as permitting its General President to authorize the international organizer to organize a local union, *i.e.*, the appellant union, to take in classes of workers not included in the general classification defined in the constitution of the applicant union. In the result, it certified as a bargaining agent, not the union which had applied, but a local union which purported to have been created by the international organizer of the applicant union by authorization of its General President.

### Error on the Record

The Alberta Board's return, required for the *certiorari* proceedings before the Alberta Supreme Court, had included the reasons of the Board in the case of Turnbull Motors Ltd., in which the same issue was raised as in the application for the Stedelbauer unit. The reasons for decision in the Turnbull Motors case were accepted as stating the reasons that had led the Alberta Board of Industrial Relations to grant certification to Local 414 of the Sheet Metal Workers for the

Stedelbauer unit. The certification order for Stedelbauer Chevrolet Oldsmobile was therefore one that on *certiorari* could be criticized as one that told its own story. The order could, accordingly, be quashed because of an error of law on the face of the record.

### Appeal Dismissed

The appeal by Local 414 of the Sheet Metal Workers' International Association from the decision of the Appellate Division of the Alberta Supreme Court to quash the certification order was dismissed. The Supreme Court of Canada thereby upheld the decision to quash the certification of Local 414 for a unit of employees of Stedelbauer Chevrolet Oldsmobile Ltd. *R. v. BIR (Alta.) et al. ex parte Stedelbauer Chevrolet Oldsmobile Ltd.*, 68 CLLC, para. 14,135; (1968) 65 WWR, Part 6, p. 344.

## Supreme Court of Canada

The Supreme Court of Canada decided on October 1, 1968 that an arbitration board set up to deal with grievances over the dismissal of employees had no authority under the collective agreement to alter the disciplinary measures taken by management after it was found that management had proper cause. The Court also stated that arbitration boards established under the Ontario Labour Relations Act are statutory bodies subject to court review by *certiorari*. Under common law, as well, an arbitration board is subject to court review by an ordinary motion to set aside the award of the board.

### Employees Dismissed

The Port Arthur Shipbuilding Company discharged three employees for breach of duty. Under an article-titled "Management Rights", which was contained in the collective agreement covering these employees at the time of their dismissal, certain prerogatives of management were set out:

The Union recognizes the Management's authority to manage the affairs of the Company, to direct its working forces, including the right to hire, transfer, promote, demote, suspend and discharge for proper cause any Employee and to increase, or decrease the working force of the Company, provided that the Company shall not exercise these rights in a manner inconsistent with the terms of this Agreement.

In the same article it was provided that an employee who is affected by the

exercise of management's authority, and who feels that he has cause for dissatisfaction, may have his complaint dealt with under the grievance procedure.

The three discharged employees launched their grievances under the collective agreement provision that related only to a "grievance over discharge":

In all cases of grievance over layoff or discharge, a written grievance naming the individual grievor must be submitted by the Grievance Committee to Management within two (2) working days after the termination of employment, and the settlement procedure is to continue as specified [in the provisions regarding the institution and conduct of proceedings on arbitration].

The grievances had not been launched under the collective agreement provision relating to "arbitration at large." That provision stated that:

Any difference arising between the Union and the Company relating to the interpretation, application or administration of this Agreement, or where an allegation is made that the Agreement has been violated, shall be resolved in accordance with the provisions [regarding the institution and conduct of proceedings on arbitration].

There was, too, the general provision that arbitration boards shall not alter, modify, amend or make any decision inconsistent with the terms of the collective agreement.

An arbitration board was eventually set up to deal with the grievances over discharge. The board found that the three employees had stayed away from their employment with the Port Arthur Shipbuilding Company in order to take temporary employment with other employers. Two of the employees had left work before the end of their shifts on April 11, 1966, giving sickness as their reason for so doing. Instead, they both drove to Terrance Bay, Ont., where, according to arrangements they had already made, they worked for F. W. Brunwin Welding Limited on April 11, 12 and 13, 1966. The other of the three absent employees, saying that he intended to take a week off without pay, was away for five days, April 11 to April 15, 1966. During this time he worked for Barnett-McQueen Company Limited at Marathon, Ontario.

In the collective agreement there was express provision regarding leave of absence:

Leave of absence shall not be granted to any employee for the purpose of engaging in employment elsewhere or to engage in his own business.

A majority of the arbitration board held that the facts did not constitute proper cause for discharge. In place of discharge



of the three employees, the board substituted periods of suspension from employment.

### Application to Quash

On application by the Port Arthur Shipbuilding Company, the Ontario High Court quashed the arbitration award. The Court's decision was then appealed by the union representing the discharged employees (L. G. 1967, p. 646). The arbitration award was restored by a majority of the Ontario Court of Appeal. In turn, the company appealed to the Supreme Court of Canada, requesting that the Ontario High Court decision be restored. On this appeal, Port Arthur Shipbuilding Company contended that the arbitration board, set up to deal with the grievance over discharge, had no power to substitute suspension for dismissal.

### Proper Cause Established

To Mr. Justice Judson, speaking for the Supreme Court of Canada, it appeared that all three employees were in breach of the provision in the collective agreement that prohibited the granting of leave of absence to any employee for the purpose of engaging in employment elsewhere. He found that the company had the right to discharge for proper cause under the "management rights" article. A discharged employee could have his case dealt with according to the grievance procedure. The only limitation on the power of management was that it should not be exercised in a manner inconsistent with the terms of the collective agreement; but, as Mr. Justice Judson said, "In this case, there cannot be any suggestion that there was anything in the agreement that the company breached."

The task of the arbitration board in this case was, therefore, to determine if there had been proper cause for dismissal. Mr. Justice Judson found that:

The findings of fact actually made, and the only findings of fact that the Board could possibly make, establish that there was proper cause. Then there was only one proper legal conclusion — namely, that the employees had given the management proper cause for dismissal.

### Board Exceeded Authority

Mr. Justice Judson then examined the arbitration board's decision to substitute suspensions for dismissals. He found that the board had not limited its task to determining whether there had been proper cause:

[The board] assumed the function of management. In this case it determined, not whether there had been proper cause, but whether the company, having proper cause, should have exercised the power of dismissal. The Board

substituted its judgment for the judgment of management and found in favour of suspension.

He continued by saying:

The sole issue in this case was whether the three employees left their jobs to work for someone else and whether this fact was a proper cause for discipline. Once the Board had found that there were facts justifying discipline, the particular form chosen was not subject to review on arbitration . . .

Notwithstanding obvious and serious breaches of the collective agreement by these three individuals, the Board has, in effect, said "We will hold that these breaches are not a proper cause for dismissal but call for suspension."

Mr. Justice Judson found that the arbitration board had no power to substitute its own judgment for that of management in the circumstances of this case. If this kind of review was to be given to an arbitration board under the provisions of the collective agreement for grievance procedure, the power should have been in express terms — *i.e.*, that management's authority to demote, suspend or discharge would be subject to full review by an arbitration board. Management would then understand what its position would be. Under the existing collective agreement, however, the arbitration board's power was limited to determining whether management went beyond its authority in this case.

The question before them was, could an honest management, looking at the group of employees as a whole and at the interests of the company, have reached the conclusion that they did? In other words, did management go beyond its rights? There is only one answer to this question and the answer is "No." It was the Board that exceeded its authority in reviewing the decision of management by purporting to exercise a full appellate function.

### Review by Certiorari

The question was raised whether the Courts had a power of review by *certiorari* over the award made by the arbitration board in this case. Mr. Justice Judson examined the relevant case law:

It has been made clear that the prerogative writs of prohibition and of *certiorari* do not lie against a non-statutory tribunal. In the British case of *Rex v. Northumberland Compensation Appeal Tribunal; Ex parte Shaw*, (1952) 1 K.B. 338, it was explained that, historically, 'the Court of King's Bench never interfered by *certiorari* with the award of an arbitrator, because it was a private tribunal and not subject to the prerogative writs'.

In another British case, *Regina v. National Joint Council for the Craft of Dental Technicians (Disputes Committee) et al.; Ex parte Neale*, (1953) 1 Q.B. 704, the question raised was whether the National Joint Council was a private arbitration body constituted by agreement or a statutory entity. The Court found no instance in which *certiorari* had been granted against any arbitrator except a statutory arbitrator. A "statutory arbitrator" was defined as "one to whom by statute the parties must resort."

The question was, therefore, whether the arbitration board whose award was the subject of litigation in the case at bar was a statutory body to which the parties to a collective agreement must resort. Mr. Justice Judson said that this would depend on what interpretation is given to certain provisions of the Ontario Labour Relations Act, R.S.O. 1960, c. 202. Sec. 34(1) of that Act states:

Every collective agreement shall provide for the final and binding settlement by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable.

Nine other subsections of Sec. 34 (with the possible exception of the tenth subsection) are directed toward ensuring that the arbitration process is carried through to its conclusion. "Although somewhat general in nature," Mr. Justice Judson said, "they do provide a clear and defined framework within which the parties must conduct the process of arbitration."

### Rivando Case

In *Re International Nickel Company of Canada Limited and Rivando* (L. G. 1956, p. 1155), the Ontario Court of Appeal considered these provisions and came to the conclusion that the parties to a collective agreement were compelled to arbitrate their differences. The Court stated that:

Consideration of these statutory provisions makes it abundantly clear that the parties are under compulsion to arbitrate their differences. The parties are directed by statute as to the matters which must be governed by arbitration; they are told that they must abide by the award and they are also told, (a) that if they fail to include in their collective agreement an arbitration provision, then the statutory provisions . . . will form part of their agreement, subject in proper cases to modification of the provision by the Labour Relations Board, and (b) that if they fail to appoint an arbitrator or to constitute a board of arbitration, the necessary



appointments will be made by the Minister of Labour.

... It seems ... that the element and degree of compulsion inherent in The Labour Relations Act [of Ontario] regarding arbitration of industrial disputes establishes the instant board of arbitration as a statutory board. If this be so, then admittedly *certiorari* may issue to it from this Court.

### Howe Sound Case

The Supreme Court of Canada referred to the *Rivando* case in *Howe Sound Co. v. International Union of Mine, Mill and Smelter Workers (Canada), Local 663* (L. G. 1962, p. 952). In the *Howe Sound* case the same question as confronted the Ontario Court of Appeal was considered, but the relevant law was that of the British Columbia Labour Relations Act, S.B.C. 1954, c. 17. In deciding that *certiorari* would not lie against the arbitration board in this case, the Supreme Court of Canada adopted the reasoning of Mr. Justice Tysoe of the B.C. Court of Appeal (L. G. 1962, p. 72):

In my opinion, if the Arbitration Board qualifies as a statutory board, it does so only by reason of the provisions of Sec. 22 of the [B.C.] Labour Relations Act. Without them, I doubt if anyone would suggest the Board would be other than a private arbitration body. The question would, therefore, seem to be, does Sec. 22 have the effect of constituting the Arbitration Board to which the parties to the collective agreement have agreed to refer for the final settlement of differences, a statutory arbitral tribunal? In my opinion, the answer to this question is in the negative.

Sec. 22 does not create an arbitral tribunal or any other tribunal or body. It merely requires the parties to a collective agreement to agree between themselves on a method for finally and conclusively settling any differences without stoppage of work, and to embody their agreement in the collective agreement. If they do not do this, the Minister is to do it for them, and his method becomes embodied in and forms part of the collective agreement. The method may be 'by arbitration or otherwise'. The parties may select and provide their own method, and the only condition is that it shall achieve the desired result — namely, the final and conclusive settlement of differences without stoppage of work. The Legislature has not said the parties must resort to an Arbitration Board or to any particular person or body of persons. It has left the parties complete freedom of choice in this respect. All the Legislature has said is that there must be a method by which disputes will be finally and conclusively determined without

stoppage of work. To find the method one turns to the agreement.

In the Alberta decision of *Re Ewaschuk; Western Plywood (Alberta) Ltd. v. International Woodworkers of America, Local 1-207*, (1964) 44 D.L.R. (2d) 700, the Alberta Court of Appeal followed the *Howe Sound* decision. The relevant provision of the Alberta Labour Act, R.S.A. 1955, c. 167, is substantially the same as that of the British Columbia Labour Relations Act. It was noted that the Ontario legislation was different.

In the Nova Scotia decision of *Regina v. Board of Arbitration, Ex parte Cumberland Railway Co.* (L. G. 1968, p. 546) the relevant legislative provision in the federal Industrial Relations and Disputes Investigation Act, R.S.C. 1952, c. 152, was considered substantially the same as that of the British Columbia Act. After consideration of the *Howe Sound* and *Rivando* decisions, the Nova Scotia Supreme Court (Appeal Division) said that:

... it would seem that the Courts have distinguished private and statutory arbitration boards by the wording of the statutes which provided for the setting up of such boards, and where such statutory provision included the words 'or otherwise' following the words 'by arbitration,' this did not create a statutory tribunal or body ...

### Rivando Reasoning Adopted

When the *Howe Sound* case was decided by the Supreme Court of Canada, the Court reserved its opinion on whether the Ontario Court of Appeal was correct in the *Rivando* case in its interpretation of the Ontario Labour Relations Act. Because opinion had been reserved, it was open to the Supreme Court of Canada, in the case at bar, to adopt the reasoning used by the Ontario Court of Appeal.

Mr. Justice Judson noted that the Courts of Ontario had consistently followed the *Rivando* decision. He found that the wording of Sec. 34 of the Ontario Act was clear and unambiguous, that is:

The parties to a collective agreement [under the Ontario Labour Relations Act] must arbitrate their dispute. There is no alternative course of action open to them. The legislation compels recourse to an arbitration board and that board is therefore a statutory creation and hence subject to review in the courts by *certiorari*.

The reasoning was, therefore, adopted by the Supreme Court of Canada.

### Review by Ordinary Motion

Apart from this conclusion that *certiorari* would lie against the arbitration board in this case, Mr. Justice Judson was of the opinion that, as was pointed out in *Rex v. Cumberland Compensation Appeal*

*Tribunal*, under the common law an ordinary motion could be made to the Court to set aside the award on the ground that there was an error of law on its face. In the *Howe Sound* case the Supreme Court of Canada said that:

It is open to the parties, should occasion arise, to question the jurisdiction of the board or the validity of any award it makes in such manner as is permitted by the Arbitration Act, R.S.B.C. 1960, c. 14 or by the common law.

In the Ontario Labour Relations Act, Sec. 34(10) provides that the Arbitrations Act, R.S.O. 1960, c. 18, does not apply to arbitrations under collective agreements. The main consequence of this is that the power of the Ontario Supreme Court to review and quash awards of private arbitrators and boards of arbitration comes from the common law alone. This power of review is not affected or limited in any way by the Ontario Arbitrations Act. Moreover, Mr. Justice Judson found that:

In Ontario, relief by way of *certiorari* is obtained in an originating motion and no writ is issued. This is the same procedure that is used to quash an award of a private arbitrator or arbitration tribunal. The notice of motion in these proceedings makes it clear that the relief asked for is an order quashing the award. It does not seem to me to be of any consequence that the motion contains a reference to *certiorari*. The procedure is the same, and in my opinion this notice of motion is sufficient to justify an order quashing the award.

### Award Quashed

Mr. Justice Judson had no doubt that the award of the arbitration board, set up to deal with the grievances of the three discharged employees of Port Arthur Shipbuilding Company, should be quashed. An arbitration board of the type under consideration in the case at bar was found to have no inherent powers of review similar to those of the courts. Its only powers are those conferred upon it by the collective agreement; these are usually defined in some detail. An arbitration board of this type was found to have no inherent powers to amend, modify or ignore the collective agreement. By doing exactly this, the board in this case was clearly in error; its award should, therefore, be quashed.

The appeal by the Port Arthur Shipbuilding Company was allowed by the Supreme Court of Canada. The order of the Ontario High Court, quashing the arbitration award, was restored. *Regina v. Arthurs et al. ex parte Port Arthur Shipbuilding Company*, 68 CLLC, para. 14,136; (1968) 70 D.L.R. (2d) Part 8, p. 693.



# Certification

## Before the CLRB

The Canada Labour Relations Board met for three days during December. It granted five applications for certification, rejected two and ordered two representation votes. During the month, the Board received six applications for certification and one request for the review of an earlier decision. It allowed the withdrawal of one application for certification.

### Applications for Certification Granted

1. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of locomotive engineers employed in Canada by The Chesapeake and Ohio Railway Company, St. Thomas, Ont. (L.G., Feb., p. 104). The incumbent bargaining agent, the Brotherhood of Locomotive Engineers, had intervened.

2. Chauffeurs, Teamsters and Helpers, Local 395, and General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Western Expressways Ltd., Regina, Sask. (L.G., Jan., p. 33).

3. United Steelworkers of America on behalf of a unit of employees of Louis Dreyfus Canada Limited, Port Cartier, Que. (L.G., Jan., p. 33). *Le Syndicat National des Travaillleurs des élévateurs à grain (CSN)* had intervened (see also Representation Votes Ordered, below).

4. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of personnel employed in the Yukon Territory by Whitehorse Welding, Whitehorse, Y.T. (L.G., Jan., p. 33).

5. International Brotherhood of Electrical Workers, Local 230, on behalf of a unit of employees of Victoria Cablevision Ltd., Victoria, B.C. (L.G., Feb., p. 104).

### Applications for Certification Rejected

1. International Brotherhood of Electrical Workers, Local 213, applicant, North West Community Video Limited, North Vancouver, B.C., respondent, and Jan Mensink, *et al.*, interveners (L.G., Jan., p. 32). The representation vote ordered by the Board was cancelled and the application was rejected.

2. *Le Syndicat National des Travaillleurs des élévateurs à grain (CSN)*, applicant, and Louis Dreyfus Canada Limited, Port Cartier, Que., respondent (L.G., Feb., p. 104) (see also Representation Votes Ordered, below). The application was rejected for the reason that it was not supported by the majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

### Representation Votes Ordered

1. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and B.D.C. Ltd, Vancouver, B.C., respondent (L.G., Dec. 1968, p. 711) (Returning Officer: D. H. Cameron).

2. United Steelworkers of America, applicant, *Syndicat National des Travaillleurs des élévateurs à grain (CSN)*, applicant and intervener, and Louis Dreyfus Canada Limited, Port Cartier, Que., respondent (L.G., Jan., p. 33, Feb., p. 104). The Board directed that the names of both applicants appear on the ballot (see Applications for Certification Granted and Applications for Certification Rejected, above).

### Applications for Certification Received

1. Local 15054, International Union of District 50, United Mine Workers of America, on behalf of a unit of employees

of Hubert Transport Inc., Ste-Thérèse, Que. (see Applications for Certification Withdrawn).

2. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, on behalf of a unit of garage personnel employed at St. John's, Nfld. by the Canadian National Railways (Investigating Officer: W. J. Gillies).

3. Brotherhood of Railroad Trainmen on behalf of a unit of bus service personnel employed in Newfoundland by the Canadian National Railways (Investigating Officer: W. J. Gillies).

4. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of yardmen employed in Regina and Saskatoon, Sask. by Melchin Auto Transport Ltd., Calgary, Alta. (Investigating Officer: A. E. Koppel).

5. The CFRN Radio and Television Employees' Association on behalf of a unit of employees of Sunwapta Broadcasting Limited, Edmonton, Alta. (Investigating Officer: D. H. Cameron).

6. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Chauffeurs, Teamsters and Helpers, Local 395, General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters, Warehousemen and Helpers, Local 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of certain Western Division employees of Soo-Security Motorways Ltd., Winnipeg, Man. (Investigating Officer: A. E. Koppel).

### Request for Review

The Board received a request for review under Sec. 61 (2) of the act from the National Association of Broadcast Employees and Technicians seeking amendment of the certificate issued by the Board July 26, 1962, that certified the union as bargaining agent for a unit of employees of Western Ontario Broadcasting Co. Ltd., Windsor, Ont. (L.G. 1962, p. 1031). The application involved a proposed variation in the certificate to include Art Department employees.

### Application for Certification Withdrawn

Local 15054, International Union of District 50, United Mine Workers of America, applicant, and Hubert Transport Inc., Ste-Thérèse, Que., respondent (see Applications for Certification Received, above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board for which the Employee Representation Branch of the Department is the administrative agency.



# Conciliation

## *Before the Minister of Labour*

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Rod Service Limited, Montreal, Que., and The National Syndicate of Employees of Rod Service (CNTU) (Conciliation Officer: G. R. Doucet).

2. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Local 96, Brotherhood of Maintenance of Way Employees (Conciliation Officer: G. R. Doucet).

3. Lakehead Freightways Limited, Port Arthur, Ont., and Local 938, General Truck Drivers' Union (Conciliation Officer: T. B. McRae).

4. General Aviation Services Ltd., Montreal International Airport, and Lodge 2300, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

5. *Transport Frontenac Ltée*, Quebec City, Que., and Local 106, Transport Drivers, Warehousemen and Helpers' Union (Conciliation Officer: S. T. Payne).

6. Lakehead Freightways Limited, Port Arthur, Ont., and Local 990, Teamsters

International Union (Conciliation Officer: T. B. McRae).

7. Lakehead Freightways Limited, Port Arthur, Ont., and Local 979, General Drivers, Warehousemen and Helpers (Conciliation Officer: T. B. McRae).

### Settlements by Conciliation Officers

1. Rod Service Limited Montreal, Que., and The National Syndicate of Employees of Rod Service (CNTU) (Conciliation Officer: G. R. Doucet) (see above).

2. General Aviation Services Ltd., Toronto International Airport, and Lodge 1772, International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 105).

3. Northern Dock and Warehouse Co. Ltd., Kitimat, B.C., and Local 5115, United Steelworkers of America (Conciliation Officer: D. H. Cameron) (L.G., Feb., p. 105).

4. H. M. Trimble and Sons Limited, Calgary, Alta., and Professional Transport Workers' Union of Canada (Conciliation

Officer: D. H. Cameron) (L.G., Jan., p. 33).

5. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (pursuant to Art. 11 of the collective agreement concerning rates of compensation, rules and working conditions that will apply to the Boeing 737 Aircraft) (Conciliation Officer: D. S. Tysoe) (L.G. Jan., p. 33).

### Conciliation Board Appointed

McKee Moving and Storage Company Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 34).

### Conciliation Board fully Constituted

The Board of Conciliation and Investigation established in October to deal with a dispute between the Canadian Broadcasting Corporation and the Association of Radio and Television Employees of Canada (L.G., Jan., p. 34) was fully constituted in December with the appointment of Prof. H. W. Arthurs, Toronto, as chairman. Prof. Arthurs was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Gordon Harrison, and union nominee Marc Lapointe, Q.C., both of Montreal.

### Board Reports Received

1. Air Canada, Montreal, Que., and Canadian Air Line Employees' Association (L.G., Jan., p. 34).\*

2. Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (L.G., Nov. 1968, p. 650).\*

### Dispute Settled by Conciliation Board

Empire Freightways Ltd., Winnipeg, Man., and Locals 395 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan., p. 34).

### Settlements After Board Procedure

1. Air Canada, Montreal, Que., and the Canadian Air Line Employees' Association (see above) (mediation provided by the Hon. Bryce Mackasey and Bernard Wilson).

2. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (see above) (mediation provided by Bernard Wilson and J. S. Gunn).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

\*Full text in Supplement No. 6, 1968.

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.



## Successful Rehabilitation

A vocational rehabilitation program for older disabled persons can make a significant impact, not only on the lives of the participants, but upon the community as a whole, says a report of a United States research project into the problem. The report, *Rehabilitating the Older Disabled Worker* is Volume II of the study's findings. A synopsis of Vol I, *The Vocational Adjustment of the Older Disabled Worker* appeared in an earlier issue of the LABOUR GAZETTE (L. G., Jan., p. 37).

Conducted from January 1962 through December 1966 by the Federation Employment and Guidance Service of New York City, the study was assisted by a grant from the U.S. Vocational Rehabilitation Administration. On December 31, 1966, the FECS concluded a research and demonstration project in which a vocational rehabilitation service for older disabled persons was actually set up and maintained to test the feasibility of such a program.

The program consisted of six phases:

- central office counselling and placement;
- central office long-term workshop;
- central office workshop evaluation and training;
- neighbourhood workshop evaluation, training, and long-term workshop employment;
- neighbourhood homebound services; and
- neighbourhood institutional services.

The project enjoyed close co-operation with the New York State Division of Vocational Rehabilitation and three vocational rehabilitation facilities were developed and maintained in New York City. A survey of the program showed that central facility clients in Manhattan averaged 59.6 years of age, the mean educational level was 7.7 years, males constituted 78 per cent of the group, and the mean length of the most recent period of unemployment had been 2.8 years. A survey of facility clients in Brooklyn showed an average age of 66.9 years, and that cardiac, orthopaedic, and systemic disabilities predominated. The mean educational level at this facility was 6.1

years, and males comprised 49 per cent of the group. The mean length of the most recent period of unemployment had been 8.1 years.

At the third facility in the Bronx, clients averaged 68.9 years of age, and cardiac, systemic, orthopaedic, and emotional disabilities predominated. The mean educational level was 7 years. Males constituted 41 per cent of the group, and the mean length of the most recent period of unemployment had been 5 years.

A total of 1,470 clients admitted to service during the first four years of the project—January 1, 1962 through December 31, 1965. An additional 384 clients were served during 1966. Sixty-one per cent of the central facility clients and 66 per cent of the neighbourhood facilities' clients in Brooklyn and the Bronx had their cases closed, showing that satisfactory post-rehabilitation employment for a period of not less than 30 days had been attained. Intensive follow-up studies reveal data indicating that the gains made during rehabilitation tended to persist over the long run. Psycho-social advance was found to be as important to these clients as an improvement in their economic status.

In addition to investigating the direct effects of participation in the project, the research team explored other facets of the problem. The data emerging from these studies suggest that rehabilitation has a positive influence on physical and mental health. Project achievements were closely associated with involvement of the total community in all phases of rehabilitation activity. The implications of this involvement for all rehabilitation are becoming increasingly clear. The results suggest that the central-neighbourhood facility model, which tends to create new vocational rehabilitation opportunities for several disabled older clients, is equally applicable to other age and disability groups.

Some of the major findings emerging from the study include:

- some 10 to 15 per cent of all older disabled persons retain an interest in continuing in, or re-entering employment;
- a large majority of older disabled persons who want to work retain sufficient ability to work;
- assisted by adequate rehabilitation services, most older disabled persons who want to work can do so;
- although diminished capacities con-

stitute a serious limitation for many older disabled persons, the attitudes of employers, labour union officials, professional workers and the public in general are an even more serious deterrent;

- the vocational rehabilitation programs instituted thus far, on behalf of older disabled persons, have achieved their stated objectives in virtually all cases;

- most older disabled persons in the United States who want to work do not have access to appropriate specialized vocational rehabilitation services, a deprivation costly both to the person and to the community as a whole.

In conclusion, the book points out that a comprehensive vocational rehabilitation program for older disabled persons can make a significant impact not only upon the lives of those who participate in such a service, but upon the community as a whole. Using guidelines provided in a separate report, other communities may embark upon related programs without disrupting current service patterns or taxing financial resources. Although further research and demonstration projects are needed, a sufficient justification exists for an expansion of existing vocational services for older disabled persons, even the most severely disabled. The study concludes that the establishment of such a program will preserve valuable manpower, prevent dependency, and enhance the quality of life for the participants.

## Union membership in Britain drops below 10 million

Membership in Britain's trade unions decreased to below 10 million for the first time since 1963, Britain's Department of Employment and Productivity has announced.

The 1967 figures show a decrease of 144,000 with a decrease of 214,000 in 1966. More than half of the 1967 decrease was attributed to disaffiliation of locals in Australia and New Zealand.

The total U.K. membership is now 9,967,000. About 169,000 men dropped their union membership in 1968 leaving a male membership of 7,721,000. Female membership climbed by 25,000 swelling their ranks to 2,246,000.

Section on Older Workers  
Manpower Utilization Branch  
Department of Manpower  
and Immigration



# Consultation, Automation and Leisure

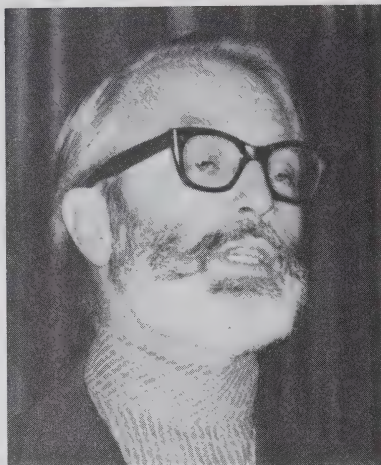
In the future, the amount of work done by men will diminish, and productivity will increase. And so, the question arises, How do we share in the smaller amount of work, and the fruits of productivity? Prof. H. W. Roberts, an Associate Professor of the University of Alberta, and a member of the extension department, posed this question at a conference of employer and employee representatives of the printing industry, held in Saskatoon on October 25 and 26, 1968. Prof. Roberts tied it to the conference's preoccupation with automation and its effects on the way of life of people in the printing industry.

The speaker took unions to task for clinging to the Puritan Ethic. "Work for the sake of work may not be the answer," he said. We have to look at the possibilities of creative living, of the opportunities given by leisure time. There is a "reluctance" on the part of unions to accept that automation means there will be less work done by men. "I wonder," he asked "if this is part of the Puritan Ethic which sees non-work, or the absence of a necessity to do work, as something non-worthy?"

Management in the past could handle automation simply by arranging layoffs, said Prof. Roberts, adding that, increasingly, labour and management "no longer accept" layoffs as the solution. Automation should be tied in with consultation he added, and mentioned industries in the United States that, forced into automation, have negotiated interesting solutions.

The U.S. Steel industry, for example, had set up a Human Rights Committee after a long strike in 1959. The committee of management and union met informally "where people could be frank with each other." Again, the United Steel Workers of America and the Kaiser Aluminum Co. have worked out a program to share the cost savings that arise out of automation (L. G., April 1968, p. 229). And under a scheme negotiated between the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union, employers contribute up to \$5 million yearly to a fund to assist people who are being laid off.

The employee, who already plays a role as a member of his union, and in a wider sense as a voter, will in the face of automation have a major individual decision to make, continued Prof. Roberts. The



Prof. H. W. Roberts

employee will be confronted with more leisure time, and he will have to decide how to use that time. "Only he can make a decision about this," although society should make clear the opportunities. "Counselling is needed as well as education, so that there will be opportunities for him to make a wise decision, and to carry it through."

Prof. Roberts emphasized that the universities must play their part in the problem areas, and raise their sights beyond a captive audience of young undergraduates and graduates. "They have to see themselves in relation to the total adult population in the community," he said.

A uniquely effective form of joint consultation is enabling an entire section of an industry in Edmonton to reap the benefits of harmony and progress. It's known as a "Joint Adjustment Board," and boasts a membership of 40 sheet-metal contracting firms and more than 450 sheet-metal workers, represented by Local 271 of the Sheet Metal Workers' International Association. In effect, it is a labour-management committee on a grand scale—really an industry-union committee. And it shows just what can be accomplished by an enlightened approach to modern industrial relations.

For 63 years there has never been a strike on the local sheet-metal working

scene. The reason for this is a well established spirit of co-operation between management and labour—both of whom are anxious to maintain their unbroken record. The formation, eight years ago, of the Joint Adjustment Board was a natural outcome, and the board has helped to uphold that record.

As Wilf Reid, President of the Edmonton Sheet Metal Contractors' Association, and a member of the board, points out, "It's a matter of the survival of the industry. Our industry contains so many diverse jobs in so many different areas that, if we did not have the guidelines agreed upon by the board, there would be chaos."

The board was born of a strong belief in the theory of joint discussion on all matters of joint concern. "The board is a two-way street for open discussion on all problems. Our main concern is that we don't let minor difference develop into major points of contention," said Mr. Reid. "As soon as a potential problem arises, we discuss it so that it doesn't grow into a big grievance. Good communications are a great benefit."

Labour and management interests are each represented by three board members who meet once a month, or more frequently if required. The matters they discuss cover virtually everything, with the exception of wages and hours of work. An important result of this system is that contract negotiations are not overloaded with matters at issue, because these have already been resolved.

Should a matter be unresolved, the board's agreement specifies that another person, who is mutually acceptable, be appointed as chairman. A majority decision of the board is binding, provided that there is equal and full representation of labour and management. If the nominee is not mutually acceptable, the provincial Minister of Labour is requested to appoint a chairman.

The board works closely with other trade and supply groups, and recently this "combined operation" was able to produce a heating and ventilating code that was accepted by the City of Edmonton. The board also supplies examiners for the apprenticeship scheme; in addition, a major accomplishment has been the setting up of the board's own highly successful health and welfare scheme.

Labour-Management  
Consultation Branch



# Retardates Graduate

Thirty-one mentally retarded young men and women graduated in December from the adult training centre operated by the Ottawa and District Association for the Mentally Retarded. Certificates were handed out by A. R. K. Anderson, Director, General Staff Branch, Public Service Commission. The diplomas signified that these young persons had successfully completed their course of training and were now employed and able to support themselves either entirely or with some help. Of the 31 graduates, 20 have gone into regular jobs in the community, while the other 11 are employed at the sheltered workshop operated by the Association.

Five of the graduates are now employed in the Public Service of Canada as machine operators, clerks and cleaners. This is noteworthy because it represents a breakthrough after a long campaign to have employment regulations in the Public Service eased. Retardates have never before been employed by the federal Government. The present placements are the result of a new policy of the Government that was announced in December 1967 (L. G., March 1968, p. 152). One girl has found work in a restaurant; one young man is employed as night cleaner in one of Ottawa's leading restaurants, and carries out his duties without supervision in a highly effective manner; and another girl is employed as a teacher's helper in a school for retarded children.

The adult training centre has 88 trainees in its spacious new premises, which were built as a result of an anonymous donation of \$250,000 two years ago. It has enabled the Association to expand its training program and to establish a sheltered workshop program in the former training centre. Trainees who cannot quite make it in open employment

in the community, but who can be productive in a slightly less demanding environment, are able to work and earn a wage related to their productivity at the sheltered workshop.

The centre offers training in wood-working skills, furniture finishing, kitchen skills, hairdressing, building cleaning and maintenance, and operation of addressograph and graphotype machines. Most of the work is practical, and much is done on a contract basis for outside industry. Contracts are accepted on the basis of training value and experience, such as the threading of 1,000,000 Centennial pins on displays cards and packing them in boxes. Work-habit training, deportment, and co-operation with instructors and other workers are important aspects of the program. The centre has a volunteer worker who acts as liaison between the Association and employers. He keeps a constant eye on the 55 retardates who are now employed in the community as a result of a program established by the Association some years ago.

Star graduate at the December 7 ceremony was the valedictorian, a young woman now employed as a graphotype operator with the Department of National Defence. "I feel very honoured that I have been asked to give this short address tonight," she said. "I am proud too, and so are my parents. I think that we are all very fortunate that this training centre is here and that there are dedicated teachers who teach in it. Not so many years ago, there was no such opportunity for those of us who did not quite fit the regular school pattern, to learn the things

we can learn in this school. And the fact that we can learn these occupations and be employed in them proves that the school is doing a very important job.

"I am particularly grateful to my teachers, who helped, coaxed and sometimes pushed me. I learned more than a job here—I learned how to get along with people and what proper work habits are. I shall try, and I'm sure we all will, to be a credit to the training centre in any job I do. I hope that more and more opportunities will become available for us through the efforts of the centre, its teachers and graduates. Thank you all for giving me a start—for giving all of us an opportunity to lead useful and productive lives."

## Alberta Training

The Alberta Industrial Research and Training Centre for the Retarded was opened recently with some 60 trainees enrolled, and with the expectation that another 100 would be enrolled by the end of 1968. The newly constructed centre, located in Edmonton, was financed by provincial and federal Governments. An industrial complex to do subcontract work for industry is planned for within the next two years.

At the centre, experiments will be conducted in the training of retarded persons in electronic component and unit assembly, plastic processes and automatic offset press operations. The reactions of the students will be studied to determine what they can do, how they do it, and what the limits of their capability are. In filling positions for administrative staff, this centre is giving preference to the hiring of physically handicapped persons.

Manpower Utilization Branch  
Department of Manpower  
and Immigration



# Railway Arbitration

## Cases 130 to 136

Seven separate disputes concerning reductions of work crews, mileage claims, the dismissal of a yardman, and a chef called for road service four times while on layover, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on November 12 and 13, 1968.

The arbitrator disallowed four of the claims and allowed three. Summaries of the seven cases, Nos. 130 through 136, follow.

### CASE NO. 130

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over failure to agree on the reduction of a yard crew to two men on hump assignments.

Yard crews on regular hump assignments consisted of three men, but the company notified the union of its desire to have a two-man crew consisting of one foreman and one helper. A meeting between the company and the union was held, but there was no agreement on crew reduction.

The collective agreement states that reduction of a crew will depend on whether adequate safety can be maintained. If the two parties do not reach an agreement, then a survey of the work should be taken during five full working days, the agreement says.

The results of the survey were presented to the arbitrator, and although the two parties didn't have substantial differences on the accuracy of the survey, they did differ as to the significance of the results. During humping operations, the survey showed, the yard foreman was in the hump control tower fully occupied, but at least one of the yardmen remained in the hump riders' shack, unoccupied.

Other operations, the survey found, were conducted generally by two crew members, and occasions when three crew members were required for the control of any particular move were exceptional. The arbitrator's conclusion from the evidence was that such moves could have been controlled safely by two persons.

In its submission, the company said that over 50 per cent of the assignment involved "non-productive" time. "Although this factor may be considered, I am unable to attribute any decisive significance to it," the arbitrator said. "The question is whether the movements which were made called for the services of all three crew members. I am unable to conclude that this was necessary in the interests of safety."

The arbitrator admitted that some tasks might take longer with a reduced crew, but he observed that this was not a matter of safety. He allowed the company's request, saying that adequate safety could be maintained with a crew consisting of a yard foreman and one helper.

### CASE NO. 131

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over reduction of a yard crew on a tramp assignment.

Yard crews on the assignment consisted of three men, but the company notified the union of its desire to reduce the crew by one man. A meeting between the company and the union was held, but there was no agreement, and the required survey on safety maintenance was conducted.

The company contended after the survey that a crew of one foreman and one helper could maintain the desired safety level. The union did not agree. The arbitrator referred to a clause in the collective agreement that stated that the yard crew "shall consist of not less than a foreman and two helpers," except in the case of the yard at Yorkton, Sask.

The arbitrator found that there would be no substantial change in the work to be done, in working methods, or in the equipment used. The only change would be a modification in certain cars that would prevent yardmen from taking positions on the top of cars. Such a change, the arbitrator said, would be a reason for retaining the three-man crew.

The arbitrator stated that the report of the survey indicated that the three-man crew was almost always fully occupied throughout the assignment and some times overtime was required. Considering all of the facts before him, the arbitrator found that adequate safety could not be maintained on the tramp assignment with a reduced crew. He denied the company's request for a crew reduction.

### CASE NO. 132

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over reduction of a yard crew on a tramp assignment, as in Case No. 131.

This case concerns the same yard and the same dispute as Case No. 131 although it involves another assignment. The company and union failed to agree on the reduction of the yard crew and a survey was completed.

The company, the arbitrator said, failed to show that adequate safety could be maintained by reducing the crew to a yard foreman and one yard helper. As in Case No. 131, the arbitrator denied the company's request to reduce the yard crew from three men to two.

### CASE NO. 133

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over a claim by a conductor and his crew for mileage while performing turnaround service within a trip.

A conductor and his crew were instructed to switch the spur at a point in their trip, Mileage 48. On leaving Mileage 46.4, they had one hour and 35 minutes to switch the spur and proceed to Mileage 56.5 to clear a train. The switching at the spur took longer than expected and it was then necessary to back up to Mileage 46.4 to clear the train they had expected to clear at Mileage 56.5.

The crew submitted a claim for miles run to Mileage 48, their backup mileage, and mileage to their destination and for time. Payment of the claim for the miles and time taken in the backup was declined by the company.

The union quoted an article in the collective agreement that said that trainmen performing turnaround service within a trip "will be paid for the actual miles run . . . Actual miles paid for will be added to the mileage of the trip and time paid for will be paid in addition to pay for the trip but will be deducted in computing overtime."

The arbitrator agreed that in this situation the work constituted turnaround



service within a trip. The grievance was allowed, and the arbitrator said that the conductor and crew were to be paid in the manner set out in the collective agreement.

#### CASE NO. 134

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over a claim by a conductor and his crew for miles reduced from their ticket.

A conductor and his crew were on a regular wayfreight assignment, and they had instructions to move empty cars to a sulphur plant and move loaded cars from the plant. The spur track servicing the plant goes off the main line and is 1,730 feet long. Two trips between the plant and the destination, taking a total of three hours, were necessary to perform the switch and clear a train.

The crew claimed payment for three hours (37 miles) based on an article in the collective agreement. This article states that when the "engine is run more than one mile off the main track, mileage or hours made, whichever is the greater, will be paid for in addition to pay for the trip and paid for at the rate of class of service performed."

The arbitrator said that the issue in the case was whether this article applied to the situation. The essential condition for the article to apply, he said, was that the engine be run more than one mile off the main track. It was not. The arbitrator therefore concluded that, although the engine was run more than one mile in switching operation, it did not run more than one mile off the main track. He dismissed the grievance.

#### CASE NO. 135

Dispute between the Canadian National Railways and the Brotherhood of Railroad Trainmen over the dismissal of a yard helper for allegedly misappropriating "materials on the property of the company" for his own profit.

A yardman and a number of other employees at the yard were discharged and others disciplined for stealing scrap metal from railroad cars. During the investigation, the yardman admitted that he had been taking scrap from empty cars and that he had sold it to a scrap dealer, but he denied that he had ever taken scrap from loaded cars.

There is a significant difference, the arbitrator said, in taking scrap from a loaded car because it is the property of the consignee, and taking scrap from an unloaded car, where it would appear to be abandoned as refuse. The arbitrator found that there was no direct evidence

that the yardman had taken scrap from a loaded car.

But the yardman was guilty of the lesser offence to which he admitted, and the union was only concerned with the severity of the penalty imposed. The arbitrator said that the yardman was not guilty of the alleged offence, and he concluded that there was no just cause for his dismissal. He ordered that the yardman be reinstated without loss of seniority—but without compensation for time lost.

#### CASE NO. 136

An *ex parte* dispute between the Canadian Pacific Railway Company (SD & PC Dept) and the Brotherhood of Railroad Trainmen over the interpretation of an article in the collective agreement, and its application to a regularly assigned dining car chef.

A dining car chef was called from layover on several occasions for road service. An article in the agreement states that if an employee is called in this way, he will be paid for time worked during layover at one and one-half times the basic hourly rate, with a minimum payment of eight hours. This payment will be separate and apart from his quarterly guarantee. If position in sequence of operation is not lost, he will be due out on normal departure day; otherwise, he will be held for service until he can be restored to his regular line."

The chef, in his regular assignments, was required to leave from his base every eighth day. On the first occasion in question, he was called from layover 24 hours before his regular assignment. He worked 19 of the 24 hours and was paid for the hours at time and one-half, apart from the quarterly guarantee. The union contended that the chef was also entitled to be paid for the same 19 hours as a part of his regular trip payment. The arbitrator subsequently found no support in the collective agreement for this contention.

On his return from this trip, the chef was again called while on layover 48 hours before his next scheduled, regular trip, and was paid at time and one-half for the hours worked while on layover. After this, he was called on a series of irregular trips. The layover time allowed him on the return from any trip was not calculated by reference to the next trip he would have taken on his regular assignment, but rather on the time applicable to the crew with which he arrived. The arbitrator found that this procedure was correct. He concluded that the company had correctly applied the article in question to the circumstances, and he therefore dismissed the grievance.

## Employment Review For December

There were larger-than-seasonal declines in both the labour force and employment in December. The labour force decreased by 75,000 to 7,940,000 and was 243,000 or 3.2 per cent higher than in December 1967. Employment declined 110,000 to 7,567,000, but was 223,000 or 3.0 per cent higher than in December 1967.

Unemployment increased by 35,000 to 373,000 and was 20,000 higher than in December a year ago.

Unemployment in December represented 4.7 per cent of the labour force, compared with 4.6 per cent in December 1967, and 3.6 per cent in December 1966.

### Employment

Farm employment, at 467,000, decreased by 56,000 during the month and was 20,000 lower than in December a year ago.

Non-farm employment, at 7,100,000, declined by 54,000 during the month. An increase of 36,000 in employment in transportation, communication and other utilities was offset by decreases in construction, 34,000; public administration, 21,000; and manufacturing, 17,000. Compared with a year earlier, non-farm employment increased by 243,000. The largest gain was in community, business and personal service, 104,000. Smaller gains were registered in manufacturing, 53,000; trade, 27,000; public administration, 23,000; transportation, communication and other utilities, 18,000; construction, 14,000; and finance, insurance and real estate, 12,000.

With the exception of British Columbia, where employment increased slightly, all regions contributed to the decline in total employment between November and December. The largest decrease took place in Ontario, 53,000; followed by Quebec, 31,000; the Prairies, 23,000; and the Atlantic region, 14,000.

The year-over-year increase was shared by all regions except the Atlantic region, where there was little change. The largest increase took place in Ontario, 103,000. This was followed by the Prairies, 60,000; British Columbia, 43,000; and Quebec, 25,000.

### Unemployment

Unemployment increased by 35,000 between November and December, and was 20,000 higher than in December 1967. Of the 373,000 unemployed in December, 38 per cent had been unemployed for less than one month, 38 per cent for one to three months, and 24 per cent for four months or more.



# Decisions of the Umpire

A claimant filed a renewal application for benefit under the Unemployment Insurance Act, and registered for work as a labourer. He had been last employed for six months as a warehouseman in a fruit processing plant in British Columbia. He stated that he was laid off at the end of the canning period. He was renting an orchard that kept him occupied for about an hour a day during the early spring, prior to the beginning of the picking season.

The employer reported that the claimant had applied for leave of absence. The claimant explained that: "I have applied for a leave of absence to protect my seniority, and because it was the end of the canning season. Because the canning is finished, they do not require a pull-pack operator or a warehouseman. They have, however, offered me a job loading cars and general labour, and even that is just temporary. However, this is not in my line of work, so I thought I should be looking for a job more suitable and to keep me working during the summer. By profession, I am a cook. I am hoping to get a job [at a restaurant]."

The claim was allowed. The claimant filed a second initial claim, and a new benefit period was established, commencing six weeks later. The claimant was interviewed after this period by an inspector for the Unemployment Insurance Commission. He learned that the claimant had five orchards leased—25 acres of apples, cherries and soft fruits. He did most of the pruning on weekends and since filing his claim, had mainly supervised the work of five employees. "This takes about one hour a day, and I could accept full time as a cook only in this area . . ." He expected to start picking cherries from early summer until the fall, "and I understand 50 per cent of fruit shipments are to be reported, and I will be signing off claim."

The claimant drew benefit until June, when he started picking cherries himself. The manager at the fruit processing plant where the claimant worked revealed later that work was available for him at the same pay he had been earning when he left, and that, if he had so desired, he could have worked until the present time.

The insurance officer notified the claimant that he was disqualified from receiving benefit for the specified period because, in accordance with certain provisions of the Act and Regulations, "as your main occupation is the operation of a farm, you are not unemployed." This decision created an overpayment of benefit of \$450. The claimant was charged with giving false or misleading information, and was therefore penalized a second time by being fined \$25.

The claimant appealed to the board of referees. He stated that he had been working continuously for the previous two years, although he was also supervising work on the orchards he leased, which he maintained was not his regular work. He asked the board to take this into consideration, and find that he was entitled to benefit. By a unanimous decision, the board dismissed the appeal, pointing out that there was no evidence to show that the claimant had secured suitable employment before leaving his former employer, and stating that the claimant had made representations regard-

ing his claim for benefit that he knew to be false or misleading.

The claimant then requested and obtained leave to appeal to the Umpire. The Umpire was of the opinion that the other work available to the claimant at the plant was sufficiently similar to what he had been doing as to constitute suitable employment, and this action was a voluntary one. The Umpire found that the claimant had given misleading information concerning his claim. The disqualification of \$25 imposed by the insurance office was upheld.

The disqualification from receiving benefit was also upheld. The Umpire noted that the claimant's gross returns from his self-employment in the previous year were given as \$4,898. The work consisted of supervising several fruit farms and in picking fruit. Commented the Umpire: "Such employment cannot be considered so minor that one would not normally follow it as a principal means of livelihood." As a consequence, the claimant's appeal was dismissed.

## Wage Schedules Prepared In November

During November, the Department of Labour prepared 248 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 203 contracts in these categories were awarded. In addition, 158 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in November for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence		
Production.....	93	\$165,310.0
Post Office.....	8	176,372.4
R.C.M.P.....	1	45,000.0

During November, the sum of \$3,487.8 was collected from 9 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rate and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 8 workers concerned.



## Price Indexes

### Consumer, December 1968

The consumer price index (1949=100) rose by 0.3 per cent to 158.0 at the beginning of December from 157.5 at the beginning of November. It was 4.1 per cent higher than in December 1967.

The food index increased by 0.9 per cent to 154.4 from 153.0 and was 3.9 per cent higher than the December 1967 level of 148.6. Among produce items, higher quotations for tomatoes, cabbage, apples, and bananas more than offset lower prices for most citrus fruits. Meats, on average, rose in price with higher quotations for beef, fresh pork, and ham exceeding prices for bacon, sausages, and chicken; staple items, including milk, eggs and margarine, also increased, although bread prices declined fractionally. Other food items that registered noticeable increases were jams, cake mixes, soft drinks and lard.

The housing index advanced 0.1 per cent to 161.2 from 161.0 and was 4.8 per cent higher than the December 1967 level of 153.8. Rents increased by about 2 per cent.

The clothing index remained unchanged at its November level of 138.8, and was 10 per cent above the December 1967 level of 134.7. Lower prices for women's wear, piece goods, and dry cleaning offset increased prices for men's and children's wear. Sale prices on items including men's overcoats and sport shirts, and women's coats and hosiery kept the general price level down at a time when the majority of clothing items were rising.

The transportation index was unchanged from the November level of 162.7, and was 1.9 per cent higher than in December 1967. In December 1968, the price level for gasoline remained unaltered, while higher lubrication charges offset lower prices for motor oil in a number of cities.

The remaining components of the consumer price index were also unchanged. At a level of 201.0, the health and personal care index was 3.7 per cent above the December 1967 level of 193.8. The recreation and reading index at 180.1, and the tobacco and alcohol index at 141.1, were both 6.1 per cent above their December 1967 levels of 133.0. In the recreation and reading component at 180.1, higher prices for toys were offset by seasonally lower magazine subscription rates.

Group indexes a year ago in December were: food 148.6; housing (shelter and household operation) 153.8; clothing

134.7; transportation 159.6; health and personal care 193.8; recreation and reading 169.7; tobacco and alcohol 133.0.

### City Consumer, Dec. 1968

Between November and December, consumer price indexes advanced in all 10 regional cities and city combinations. The increases ranged from 0.1 per cent in Edmonton-Calgary to 0.6 per cent in Toronto.

Food prices rose in nine cities and remained unchanged in one. The housing index increased across the country. The clothing component rose in eight cities, declined in one and remained unchanged in one. Mixed movements were registered in all the other indexes with the exception of the tobacco and alcohol component, which remained unchanged from the previous month.

Regional consumer price index point changes between November 1968 and December 1968 were as follows: Toronto +1.0 to 159.4; Montreal +0.7 to 155.1; St. John's +0.6 to 137.4\*; Halifax +0.6 to 148.9; Vancouver +0.6 to 151.2; Saskatoon-Regina +0.5 to 147.6; Winnipeg +0.4 to 153.4; Saint John +0.3 to 151.6; Ottawa +0.3 to 156.5; Edmonton-Calgary +0.1 to 148.6.

### Wholesale, Dec. 1968

The general wholesale index (1935-39=100) rose 0.5 per cent in December to 274.0 from the November index of 272.7, and was 2.6 per cent above the December 1967 index of 267.1. Three of the eight major group indexes were higher, three declined, and two were unchanged.

The animal products group index rose 1.2 per cent to 304.4 from 300.7 on higher prices for livestock, fresh and cured meats, and eggs. The wood products group index advanced 0.7 per cent to 378.6 from 376.0 on higher prices for fir, paperboard and hemlock.

The non-ferrous metals products group index declined 0.5 per cent to 244.3 from 245.6 in response to lower prices for silver. Decreases of 0.2 per cent or less were recorded for two major group indexes: textile products to 257.1 from 257.5; and chemical products to 214.2 from 214.5.

### Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 0.4 per cent to 261.8 from 262.8 in the four week period November 29 to December 27. The animal products index moved down 0.8 per cent to 339.7 from 342.4 and the field products index rose 0.4 per cent to 183.9 from 183.2.

\*On the base June 1951=100.

### U.S. Consumer, Nov. 1968

The United States consumer price index (1957-59=100) rose 0.4 per cent to 123.4 in November. The rise wiped out pay gains of 45 million workers, the Government said.

Food prices declined 0.5 per cent, the only bright spot for consumers in the November price picture. This decline was expected, mainly because of cheaper eggs, pork, poultry and fruit.

Clothing prices rose 0.6 per cent, and were 6.5 per cent higher than a year ago. The biggest increases in November were for men's and boys' winter clothing. In transportation costs, higher prices for new cars, tires, automobile repairs, gasoline and motor oil, and increased public transit fares in a number of cities accounted for the increase of 0.5 per cent.

Higher prices for gas, water and sewer service, furniture, and sharply higher rents, contributed to the rise of 0.7 per cent in housing. In other major categories, medical care costs rose 0.5 per cent and recreation 0.4 per cent.

### British Retail, Oct. 1968

The British index of retail prices (January 16, 1962=100) was 126.4 at October 15, compared with 125.8 at September 17 and 119.7 at October 17, 1967.

The index for foods, prices of which are affected by seasonal variations, rose by about 3 per cent to 117.4, compared with 113.9 in September. Increases in the average prices of tomatoes, potatoes, sweets and chocolate were mainly responsible for a rise of more than 0.5 per cent in the average level of food prices as a whole, which was 123.4 compared with 122.6 in September.

In the tobacco group, because of termination of resale price maintenance and reductions in the prices of cigarettes, the index figure dropped by about 1.5 per cent to 125.7, compared with 127.8 in September.

The index for the housing group as a whole rose by 0.5 per cent to 142.9, compared with 142.2 in September.

As a result of mainly seasonal increases in the average levels of prices for household coal and coke, the index for the fuel and light group rose by less than 3.5 per cent to 137.6, compared with 133.2 in September.

As a result of rises in telephone charges and charges for admission to cinemas and other services such as dry cleaning, the index for the services group as a whole increased by less than 2.5 per cent to 136.8, compared with 133.7 in September.



## Unemployment Insurance Report—October

Claimants for unemployment insurance benefit on October 31, 1968 numbered 265,000. This was 18,000 or 7 per cent more than the 247,000 recorded on September 30. Males accounted for practically all of the increase from the end of last month. The number of males rose by 12 per cent, whereas the number of females remain unchanged.

In comparison with the number of claimants at the end of October 1967, which was 242,000, there was a 9-per-cent increase shared equally by males and females. Approximately 46 per cent of the claimants came on claim during the

### Unemployment Insurance and Manpower Section Dominion Bureau of Statistics

month. One half of the men and one third of the women were in this category.

Of the 117,000 claims filed during the month, 80,000 were initial, and 37,000 were renewal claims. The volume of claims filed was 26,000 or 29 per cent larger than the 91,000 filed last month, and 2,500 or 2 per cent more than the 115,000 filed during October 1967.

The average weekly number of bene-

ficiaries was estimated at 156,000. Benefit payments totalled \$20.8 million, with the average weekly payment being \$26.82. For September, comparable figures were 199,000, \$20.8 million and \$26.09; and for October 1967, they were 139,000, \$15.5 million and \$24.86.

Increases over last month in the month-end claimant count occurred in all except two provinces. Whereas the count remained unchanged in Newfoundland, a decrease of 4,500 or 5 per cent was reported in Ontario. Ontario was the only province in which the number of female claimants declined.

In comparison with the end of October 1967, increases occurred in all provinces except Ontario, where there was a 12-per-cent reduction in the number of male claimants.

The increase over last month in the volume of claims filed was common to all provinces and averaged 29 per cent. In Ontario and Nova Scotia, the percentage increases were less, and in the remaining provinces, more than the national average.

Ontario was the only province in which there was no increase over October 1967 in the claim load. In that province, a decrease of 7,500 in the number of claims filed was nearly as great as the increases in the rest of the country.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Summary Table

Activity	Oct. 1968	Sept. 1968	Oct. 1967	Cumulative Data 1968	
				January to Oct.	12 months ending Oct.
(in thousands)					
Insured population as at month end	—	5,135	4,732	—	—
Initial and renewal claims filed					
Total.....	117	91	115	1,481	1,945
Initial.....	80	62	79	1,091	1,437
Renewal.....	37	29	36	390	508
Claimants currently reporting to					
local offices.....	265	247	242	434*	423*
Beneficiaries (weekly average).....	156	199	139	333*	314*
Weeks compensated.....	777	796	623	14,683	16,486
Benefit paid.....	\$20,843	\$20,761	\$15,494	\$386,705	\$433,172
Average weekly benefit.....	\$ 26.82	\$ 26.09	\$ 24.86	\$ 26.34	\$ 26.28

\*Monthly average.

# Publications

## in the Library

List No. 240

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the **LABOUR GAZETTE**.

### Annual Reports

1. GREAT BRITAIN. DEPARTMENT OF EMPLOYMENT AND PRODUCTIVITY. *Annual Report of H. M. Chief Inspector of Factories, 1967*. London, HMSO, 1968. Pp. 159.

2. GREAT BRITAIN. DEPARTMENT OF EMPLOYMENT AND PRODUCTIVITY. *Time Rates of Wages and Hours of Work, 1st April 1968*. London, HMSO, 1968. Pp. [315].

Issues prior to 1968 were published by the Department under its two previous names, Ministry of Labour, and Ministry of Labour and National Service.

### Automation — Labour Aspects

3. INTERNATIONAL LABOUR OFFICE. *Manpower Adjustment Programmes: 3. Canada, Italy, Japan*. Geneva, 1968. Pp. 165.

Title in French: *L'adaptation de la main-d'oeuvre au progrès technique*.

A review of policies and programs to aid workers whose employment may be insecure because of automation and other forms of technology.

BUREAU INTERNATIONAL DU TRAVAIL. *L'adaptation de la main-d'oeuvre au progrès technique: 3. Canada, Italie, Japon*. Genève, 1968. Pp. 193.

Travail et automation, Cahier No. 7.

4. U.S. BUREAU OF LABOR STATISTICS. *Manpower Planning for Technological Change; Case Studies of Telephone Operators*. Washington, GPO, 1968. Pp. 34.

"... Describes the manpower policies and experiences of several telephone companies in cushioning the impact of technological change on their employees."

### Collective Bargaining

5. FLANDERS, ALLAN. *Collective Bargaining: Prescription for Change*. London, Faber, 1967. Pp. 7-80.

"This essay is a revised version of the written evidence which

[the author] submitted to the Royal Commission on Trade Unions and Employers' Associations in November 1966. It forms a companion piece and practical sequel to [the author's] earlier essay on *Industrial Relations: What is Wrong with the System?* [Institute of Personnel Management, Occasional papers no. 24]."

After outlining what he considers the weaknesses in the present system of industrial relations in Great Britain the author proposes some reforms.

### Commerce

6. ATLANTIC PROVINCES ECONOMIC COUNCIL. *International Trade and the Atlantic Provinces*. [Fredericton, N.B.] 1968. Pp. 40.

Contents: Introduction. The exports of the Atlantic Provinces. Trends in world trade. Achievements of the Kennedy Round. The Kennedy Round and the Atlantic Provinces. Conclusion. Appendix: Exports of the Atlantic Provinces by destinations, 1965 and 1966.

7. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Competitive Position of United States Exports*, by Morton Ehrlich and John Hein. New York, 1968. Pp. 38.

Discusses the relative competitiveness of American exports in world markets between 1955 and 1966.

### Commissions of Inquiry

8. GREAT BRITAIN. COMMITTEE OF INQUIRY INTO CERTAIN MATTERS CONCERNING LABOUR IN BUILDING AND CIVIL ENGINEERING. *Report*. London, HMSO, 1968. Pp. 191, [1].

E. H. Phelps Brown, Chairman.

Research supplement [*Labour in the construction industry, a survey among employers*, prepared by Research Services Ltd.]. London H.M.S.O., 1968. Pp. 75.

The Committee was appointed to inquire into the hiring and use of labour in building and civil engineering with particular reference to "labour-only sub-contracting", and to make recommendations. The research supplement discusses the private contractor in the construction industry, the characteristics of the companies surveyed, their employment strategy and recruitment and discharge policy, and their turnover and stability. As well, the supplement comments on the experience and attitudes of the companies regarding labour-only sub-contracting and the trade unions.

9. GREAT BRITAIN. COURT OF INQUIRY INTO A



DISPUTE AT ROOTES MOTORS LIMITED, LINWOOD, SCOTLAND. *Report*. London, HMSO, 1968. Pp. 43.

At head of title: Industrial courts act, 1919.

10. NEW BRUNSWICK. ROYAL COMMISSION ON EMPLOYER-EMPLOYEE RELATIONS IN THE PUBLIC SERVICES OF NEW BRUNSWICK. *Report*. [Fredericton] 1967. Pp. 103.

Saul J. Frankel, Commissioner.

The terms of reference of this Royal Commission were "(a) to study the relationship between the Government and those persons who come within the terms of the Civil Service Act with respect to collective bargaining on remuneration and other conditions of work; and (b) to study the processes of determining rates of pay and other conditions of work, with respect to employees of (i) hospitals, and (ii) school boards supported from the Consolidated Fund of the Province of New Brunswick."

11. ONTARIO. ROYAL COMMISSION INQUIRY INTO LABOUR DISPUTES. *Report*. August 1968. Toronto, Queen's Printer, 1968. Pp. 263.

Hon. Ivan C. Rand, Commissioner.

Contents: Pt. 1. [Findings]. Pt. 2. Recommendations. Pt. 3. [Appendices]: App. A. Written or oral submissions. App. B. Acknowledgements. App. C. Working agenda. App. D. *A study of labour disputes in Ontario, 1958-1967*. App. E. *Analysis of collective bargaining situations arising in the non-construction industries of Ontario during 1967*.

The terms of reference of the Royal Commission were "to inquire into the means of enforcement of the rights, duties, obligations and liabilities of employees and employers, individually and collectively, and of trade unions and their members, individually and collectively, with relations to each other and to the general public or any individual or section thereof, and the use of strikes, cessations of work, lockouts, picketing, demonstrations and boycotts, whether lawful or unlawful, in labour disputes, and to examine the use of and procedures for obtaining injunctions in relation thereto, and to report thereon and to make . . . recommendations . . ."

#### Economic Council of Canada

12. DALY, DONALD JAMES. *Scale and Specialization in Canadian Manufacturing*, by D. J. Daly, B. A. Keys and E. J. Spence. Ottawa, Queen's Printer, 1968. Pp. 102.

Economic Council of Canada. Staff study no. 21.

This study "summarizes and develops the basic factual information on the differences in levels of real output per employed person in manufacturing between Canada and the United States." The report consists of three parts: an introduction, a review of the main findings, and a review of the results of the company interviews for the nine broad industry groups covered.

13. WILSON, ANDREW H. *Science, Technology and Innovation*. Ottawa, Queen's Printer, 1968. Pp. 139.

Economic Council of Canada. Special study no. 8.

Contents: Definitions and concepts. A short historical review of science and technology. The available statistics. Invention and innovation. The future.

#### Fringe Benefits

14. THORNE GROUP LTD. *Fringe Benefit Costs in Canada, 1967*. Toronto, 1968. Volume (various pagings).

Contents: Introduction. Summary of findings. Types and prevalence of fringe benefits. Contributory and non-contributory pension and welfare plans. Analysis of cost experience. Premium pay outlays. Basis of support, as between employers and employees, of pension, welfare and savings and

thrift plans. Fringe benefit costs as per cent of payroll 1953-1967. Comparison with United States experience.

#### Industry

15. CANADA. TASK FORCE ON THE STRUCTURE OF CANADIAN INDUSTRY. *Foreign Ownership and the Structure of Canadian Industry; Report*. Ottawa, Queen's Printer, 1968. Pp. 427.

"This study was commissioned by the Government of Canada . . . [and] published under the auspices of the Privy Council Office . . ."

Melville H. Watkins, Chairman of the Task Force.

"It is the intent of this report to analyze the causes and consequences of foreign investment, to assess actual benefits and costs, and to put forth proposals for legislative consideration."

16. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Costs and Prices of the Chocolate and Sugar Confectionery Industry*. London, HMSO, 1968. Pp. 27.

17. PRATTEN, C. *The Economies of Large-Scale Production in British Industry, an Introductory Study*, by C. Pratten and R. M. Dean in collaboration with A. Silberston. Cambridge, [Eng.], University Press, 1965. Pp. 105.

"This paper is a progress report on a project of research being undertaken at the Department of Applied Economics [of Cambridge University] to measure and compare the economies of large-scale production in a number of industries." Book printing, footwear, steel production, and oil refining are examined in this study. The meaning of economies of scale and the methods of measuring these economies are also discussed.

#### Industry — Location

The following three pamphlets were prepared and issued by the Alberta Government Publicity Bureau of the Department of Industry and Tourism in Edmonton in 1968.

18. *Survey of Camrose*. Rev. June 1968. Pp. 20.

19. *Survey of Provost*. 1968. Pp. 15.

20. *Survey of Redwater*. July 1968. Pp. 14.

#### Labour Laws and Legislation

21. JENKINS, CLIVE. *The Kind of Laws the Unions ought to want*, by Clive Jenkins and J. E. Mortimer. [1st ed.] Oxford, Pergamon Press, [1968]. Pp. viii, 184.

The authors argue for more legislation to protect trade union rights and to improve minimum labour standards. They feel that British unions are "underprivileged and their members . . . are divorced from the power and denied the gains they deserve." Contents: The surprising absence of a strategy. Under-privilege in industrial relations. Why not a legal right to organize and bargain collectively? Complaints under ILO conventions—and the case of the FSMBS [Foreman and Staff Mutual Benefit Society, an alleged employer-sponsored organization]. Security of employment—and the employee's inadequate protection against arbitrary dismissal. The portable pension problem. How long a work week? How long to rest? A minimum wage? Laws we do not need—the Prices and Incomes Acts.

22. SCHAEFFER, MAURICE. *Industrial Law in South Africa* [by] M. Schaeffer [and] J. F. Heyne. [1st ed.] Pretoria, J. L. Van Schaik, Ltd. [c1968]. [xvi], 302 p.

23. WHINCUP, MICHAEL HYNES. *Redundancy and the Law; a Short Guide to the Law on Dismissal with and without*



*Notice, and Rights under the Redundancy Payments Act 1965*. 1st ed.] Oxford, New York, Pergamon Press, 1967. Pp. vii, 79. "This book is designed to meet the needs of both management and labour for a clear and practical explanation of the Redundancy Payments Act [of Great Britain]. Many examples of the application of the Act are given, together with a statement of related rules as to notice and dismissal at common law and under the Contracts of Employment Act."

#### Labour Organization

24. BAKKE, EDWARD WIGHT, comp. *Unions, Management, and the Public; Readings and Text* [compiled by] E. Wight Bakke, Clark Kerr [and] Charles W. Anrod. 3d. ed. New York, Harcourt, Brace & World [1967]. Pp. xvii, 750.

This is an introductory text in industrial relations with supporting readings. Some of the topics covered are the development of unionism, the establishment of unions, the maintenance of trade unionism, management and unions, industrial conflicts, collective bargaining, labour in politics, employment security, social security, wage determination, wages and the economy, and the future of unionism.

25. BARBASH, JACK. *American Unions: Structure, Government and Politics*. New York, Random House [1967]. Pp. iii, 183.

Contents: Introduction. Jurisdiction and structure of American unions. The local union. The local union substructure and the union member. The intermediate body in union government. The national union—constitution and convention. The national union—leadership and administration. The AFL-CIO—the government of a Federation. Power and influence within the AFL-CIO. Inside politics of the Union. The union as a government—a summing up.

26. EDGREN, GUS. *The Role of Trade Unions in Industrial Development*. Submitted by the Government of Sweden. New York, U.N. Industrial Development Organization, 1967. Pp. 19. At head of title: International Symposium on Industrial Development, Athens, 29 November to 20 December 1967.

27. HUGHES, JOHN. *Trade Union Structure and Government*. London, HMSO, 1967-1968. 2 vols. [Great Britain] Royal Commission on Trade Unions and Employers' Associations. Research papers, 5.

Contents: Pt. 1. Structure and development. Pt. 2. Membership participation and trade union government.

Part 1 deals with structural problems and developments, inter-union relations and the activities of federations. Part 2 deals with problems and developments affecting trade union government, particularly those relating to member participation and the election and selection of union officers.

#### Management

28. CARLISLE, ARTHUR ELLIOTT. *The Effect of Cultural Differences on Managerial and Industrial Relations Policies and Practices: a Study of U.S.-controlled Companies operating in English and French Canada*. Ann Arbor, Mich., University Microfilms, 1968. Pp. v; 206.

Thesis (Ph.D.)—University of Michigan, 1966.

"This is an authorized facsimile . . . produced by microfilm-xerography in 1968 . . ."

Contents: Research goals of the study and related objectives. The United States, Canada and Quebec. Institutional behavior—United States and Canada. How government-business relations are viewed by business managers in three cultures: the United States, Ontario and Quebec. Differential perceptions of trade unionism in three cultures. How institutional differences between the United States, English Canada and French Canada are perceived by managers. Mobility of personnel between the United States, English Canada and

French Canada. Relations with the home office and some special situations encountered by managers in foreign-controlled subsidiaries. Factory managers' opinions on managerial style in the United States, English Canada and French Canada. Responses of supervisors in the United States, English Canada and French Canada to managerial attitude questionnaire.

29. KILLIAN, RAY A. *Managing by Design for Maximum Executive Effectiveness*. New York, American Management Association, 1968. Pp. 370.

The author offers practical guidelines for becoming an effective manager. He discusses the qualifications of the effective executive, how to establish objectives, how to plan the task to be done, how to achieve goals, how to improve performance and potential, how to delegate, make decisions, and solve problems, how to communicate effectively with people, how to use electronic data processing in managing, etc.

#### Older Workers

30. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Job Redesign for Older Workers; Pilot Study and Survey in Eight Member Countries*, by G. Marbach. Paris, 1968. Pp. 75.

Describes techniques of job redesign to improve the productivity of older workers.

31. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Placement Techniques for Older Workers*, by Irvin Sobel and Richard C. Wilcock. Paris, 1966. Pp. 81.

This report "deals with the question of how the employment services may improve their placement methods and their use of other facilities and agencies to extend the employment possibilities for older workers."

#### Unemployment

32. BLAUSTEIN, SAUL J. *Unemployment Insurance Objectives and Issues; an Agenda for Research and Evaluation*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. Pp. vii, 64.

The author spent more than a dozen years as a member of the Unemployment Insurance Service staff of the U.S. Department of Labor's Bureau of Employment Security, directing program research and evaluation activities. He reviews the present unemployment insurance program in the U.S. and suggests improvements.

33. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Compensatory Employment Programs; an International Comparison of Their Role in Economic Stabilisation and Growth*, by E. Jay Howenstine. Paris, 1968. Pp. 481.

"Compensatory employment programs" is a term used to include public work activities and work relief activities and public works, measures to promote full employment, economic development and growth. "The main purpose of this study . . . [is] to identify, analyse and appraise the constraints operating on the capacity and flexibility of various types of public employment, and to the extent possible to discover ways of overcoming or at least minimising, these constraints."

#### Wages and Hours

34. GINSBURG, HELEN. *Wage Differentials in Hospitals, 1956-1963; a Study emphasizing the Wages of Nurses and Unskilled Workers in Non-government Hospitals*. Ann Arbor, Mich., University Microfilms, 1968. Pp. 310.

Thesis (Ph.D.)—New School for Social Research, 1967.

"This is an authorized facsimile . . . produced by microfilm-xerography in 1968."

This study examines the economics of the hospital industry,



employment conditions in hospitals, and wage differentials in hospitals. It points out that some hospital personnel problems result from the low wages paid to hospital employees.

35. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Electricity Supply Industry National Guidelines covering Productivity Payments*. London, HMSO, [1968]. Pp. 21.

The Board was asked to examine an agreement "setting out national guidelines for productivity payment schemes covering industrial workers employed on the distribution side of the electricity supply industry with special reference to the needs of the industry and the possible implications for other groups of workers employed in the industry."

36. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Report on a Settlement relating to the Pay of Certain Workers employed in the Thermal Insulation Contracting Industry*. London, HMSO, 1968. Pp. [8].

37. INTERNATIONAL LABOUR OFFICE. *Wages: a Workers' Education Manual*. [New ed.]. Geneva, 1968. Pp. x, 255.

Title in French: *Les salaires; cours d'éducation ouvrière*.

This manual describes the principal wage problems, including the factors that determine wage levels and the methods by which wages are fixed. There are 16 lessons, various ILO texts relating to wages, and suggestions for further reading.

BUREAU INTERNATIONAL DU TRAVAIL. *Les salaires; cours d'éducation ouvrière*. Genève, 1968. Pp. 284.

Le titre en anglais: *Wages; a workers' education manuel*.

38. TURNER, HERBERT ARTHUR. *Wage Trends, Wage Policies, and Collective Bargaining: the Problems for Underdeveloped Countries*. Cambridge [Eng.]. University Press, 1966. Pp. 76.

Contents: Wage trends in underdeveloped countries. The wage policy of the ILO and collective bargaining in general. Incomes policy and collective bargaining in underdeveloped countries. Principles of wage-fixing in underdeveloped countries. Wage fixing machinery and general considerations.

#### Women — Education

39. U.S. WOMEN'S BUREAU. *Continuing Education Programs and Services for Women*. [Rev. ed. Washington, GPO, 1968]. Pp. 104.

This report offers information about continuing education programs for mature women who wish to update their skills

and knowledge before reentering the work force or to further their education. Appendices contain lists of schools with special programs or services for adult women, by state; related service or programs for adult women, by state; and, federal funds for continuing education programs.

40. U.S. WOMEN'S BUREAU. *Trends in Educational Attainment of Women*. April 1968. Washington, GPO, 1968. Pp. 18.

#### Miscellaneous

41. BISHOP, CHARLES EDWIN. *The People left Behind*. Washington, U.S. Dept. of Labour, Manpower Administration 1968. Pp. 29.

"Condensed transcript of the seminar held in Washington D.C., December 14, 1967."

The title of Dr. Bishop's presentation is also the title of the report of the President's National Advisory Commission on Rural Poverty. Dr. Bishop was Executive Director of this Commission.

42. deFONTENAY, PATRICK BOURDEAU. *Inflation Growth and Cost Structure: an International Comparison*. Ann Arbor, Mich., University Microfilms, 1968. Pp. 165.

Thesis (Ph.D.)—Yale University, 1967.

"This is an authorized facsimile . . . produced by microfilm xerography in 1968 . . ."

"This dissertation deals with some aspects of the cyclical relationship between growth and inflation. It studies the effect of changes in the rate of output and the pressure of demand on money incomes, productivity, costs and prices in the manufacturing sector of the United States, the United Kingdom, the Netherlands, and Norway between 1949 and 1960."

43. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Job Evaluation*. London, HMSO 1968. Pp. [50].

Assesses the contribution that job evaluation can make and considers how far it is used in Great Britain and at what rate its use is growing, in what areas of industry it is applied, and which methods are in most common use. This report is based on a sample of 100 firms.

44. TRADES UNION CONGRESS. *Training Shop Stewards*. London, 1968. Pp. 90.

Contents: The shop steward. The case for training. Training facilities. Development of training. Day release. Summary Appendices.

# Statistics Section

## Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*	December 14	7,940	- 0.9	+ 3.2
Employed.....	December 14	7,567	- 1.4	+ 3.0
Agriculture.....	December 14	467	-10.7	- 4.1
Non-agriculture.....	December 14	7,100	- 0.8	+ 3.5
Paid workers.....	December 14	6,561	- 1.1	+ 3.8
At work 35 hours or more.....	December 14	6,100	+19.6	+ 1.8
At work less than 35 hours.....	December 14	1,250	-46.4	+ 9.3
Employed but not at work.....	December 14	217	-10.7	+ 4.3
Unemployed.....	December 14	373	+10.4	+ 5.7
Atlantic.....	December 14	45	+12.5	+ 7.1
Quebec.....	December 14	152	+13.4	+20.6
Ontario.....	December 14	87	+ 6.1	- 4.4
Prairie.....	December 14	45	+28.6	0.0
Pacific.....	December 14	44	- 6.4	-10.2
Without work and seeking work.....	December 14	343	+ 7.9	+ 5.2
On temporary layoff up to 30 days.....	December 14	30	+50.0	+11.1
INDUSTRIAL EMPLOYMENT (1961 = 100) .....	November	124.9	- 0.8	+ 0.5
Manufacturing employment (1961 = 100) .....	November	123.6	- 0.8	+ 0.3
IMMIGRATION.....	1st 9 months	136,376	—	-21.9
Destined to the labour force.....	1st 9 months	70,616	—	-25.7
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	December	58	-17.2	+ 5.5
No. of workers involved.....	December	13,196	- 9.4	+39.8
Duration in man days.....	December	104,980	-52.6	-30.6
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	November	\$113.75	+ 0.8	+ 8.1
Average hourly earnings (mfg.).....	November	\$ 2.66	+ 0.8	+ 8.1
Average hours worked per week (mfg.).....	November	40.9	0.0	+ 0.5
Average weekly wages (mfg.).....	November	\$108.71	+ 0.5	+ 8.5
Consumer price index (1949 = 100) .....	December	158.0	+ 0.3	+ 4.1
Index numbers of weekly wages in 1961 dollars (1961 = 100) .....	September	118.8	+ 2.3	+ 3.8
Total labour income (thousands of dollars) .....	September	3,080	+ 1.8	+ 8.8
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100) .....	October	166.7	+ 1.8	+ 7.6
Manufacturing.....	October	167.3	+ 0.8	+ 8.1
Durables.....	October	190.3	+ 2.1	+12.6
Non-durables.....	October	148.5	- 0.5	+ 3.9
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	November	19,057	+13.1	+60.3
Completions.....	November	14,078	- 0.5	+11.6
Under construction.....	November	104,534	+ 5.0	+24.9

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.



## Tables

A-1 to A-3—Labour Force

E-1 to E-4—Unemployment Insurance

B-1—Labour Income

F-1 and F-2—Prices

C-1 to C-7—Employment, Hours and Earnings

G-1 to G-4—Strikes and Lockouts

### A — Labour Force

TABLE A-1—Regional Distribution, Week Ended December 14, 1968

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
	(in thousands)					
THE LABOUR FORCE.....	7,940	633	2,221	2,939	1,331	816
Men.....	5,401	437	1,544	1,976	898	546
Women.....	2,539	196	677	963	433	270
14-19 years.....	767	68	209	254	147	89
20-24 years.....	1,158	117	370	378	189	104
25-44 years.....	3,413	237	980	1,310	530	356
45-64 years.....	2,380	194	606	908	421	251
65 years and over.....	222	17	56	89	44	16
EMPLOYED.....	7,567	588	2,069	2,852	1,286	772
Men.....	5,107	397	1,425	1,913	860	512
Women.....	2,460	191	644	939	426	260
Agriculture.....	467	21	95	134	198	19
Non-agriculture.....	7,100	567	1,974	2,718	1,088	753
Paid workers.....	6,561	513	1,816	2,542	999	691
Men.....	4,300	341	1,227	1,670	615	447
Women.....	2,261	172	589	872	384	244
UNEMPLOYED.....	373	45	152	87	45	44
Men.....	294	40	119	63	38	34
Women.....	79	*	33	24	*	10
PERSONS NOT IN LABOUR FORCE.....	6,495	713	1,927	2,210	1,015	630
Men.....	1,755	230	503	565	285	172
Women.....	4,740	483	1,424	1,645	730	458

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.

**TABLE A-2—Age, Sex and Marital Status, Week Ended December 14, 1968**

			20-64 years				
		14-19 Years	Men		Women		65 Years and Over
	Total	All Persons	Married	Other	Married	Other	All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*.....	14,435	2,393	4,105	1,130	4,220	1,069	1,518
LABOUR FORCE.....	7,940	767	3,911	905	1,389	746	222
Employed.....	7,567	697	3,758	824	1,356	723	209
Unemployed.....	373	70	153	81	33	23	13
NOT IN LABOUR FORCE.....	6,495	1,626	194	225	2,831	323	1,296
PARTICIPATION RATE†							
1968—December 14.....	55.0	32.1	95.3	80.1	32.9	69.8	14.6
November 16.....	55.6	33.1	95.9	80.1	33.7	70.2	14.7
UNEMPLOYMENT RATE‡							
1968—December 14.....	4.7	9.1	3.9	9.0	2.4	3.1	5.9
November 16.....	4.2	9.7	3.3	8.2	1.8	3.2	**

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

\*\*Less than 10,000 unemployed.

SOURCE: Labour Force Survey, DBS.

**TABLE A-3—Unemployed, Week Ended December 14, 1968**

	December 1968	November 1968	December 1967
(in thousands)			
<b>TOTAL UNEMPLOYED</b> .....	373	338	353
On temporary layoff up to 30 days.....	30	20	27
Without work and seeking work.....	343	318	326
Seeking			
Full-time work.....	320	298	312
Part-time work.....	23	20	14
Under 1 month.....	110	118	116
1-3 months.....	142	112	135
4-6 months.....	47	44	42
More than 6 months.....	44	44	33

SOURCE: Labour Force Survey, DBS.

## B — Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

This table was not received in time for inclusion in this issue. It will reappear in April.



## C — Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at September 1968, employers in the principal non-agricultural industries reported a total employment of 3,732,330. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample

survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
Average						
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965 †.....	114.3	116.3	91.01	117.2	116.2	94.78
1966 †.....	120.7	123.1	96.30	123.5	122.8	100.13
1967 †.....	122.6	131.4	102.79	123.2	130.6	106.53
1967—September.....	125.9	133.9	104.77	125.5	133.0	108.45
October .....	124.8	134.3	105.10	123.3	134.1	109.32
November .....	124.3	134.5	105.26	123.2	134.5	109.71
December .....	120.5	131.1	102.49	119.8	132.1	107.83
1968—January.....	118.6	135.6	106.10	119.8	135.3	110.30
February.....	117.1	137.0	107.17	117.8	136.5	111.31
March .....	118.0	137.5	107.57	119.4	136.7	111.48
April .....	119.3	139.3	108.97	120.2	140.2	114.33
May .....	122.7	139.8	109.39	122.0	140.2	114.35
June.....	124.6	140.5	109.92	123.3	140.1	114.23
July.....	124.0	140.5	109.93	121.8	138.8	113.20
August*.....	126.9	141.8	110.92	125.3	140.4	114.48
September†.....	126.6	143.7	112.43	125.5	143.5	117.01

\*Revised. †Preliminary.

†Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	September 1968	August 1968	September 1967	September 1968	August 1968	September 1967
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	122.2	125.6	124.2	91.29	90.23	85.98
Newfoundland.....	125.5	131.1	134.1	100.72	100.04	91.69
Prince Edward Island.....	143.8	147.7	140.7	71.87	70.67	70.83
Nova Scotia.....	118.4	120.7	117.6	89.43	88.12	83.84
New Brunswick.....	122.7	126.0	124.2	89.34	88.21	86.06
Quebec.....	121.5	122.3	122.7	110.25	108.86	103.05
Ontario.....	129.5	128.6	127.1	116.58	114.73	107.82
Prairie Region.....	125.9	126.9	125.1	105.93	105.28	99.03
Manitoba.....	119.4	119.1	119.1	102.49	102.01	94.22
Saskatchewan.....	124.3	125.7	124.7	103.77	102.18	97.21
Alberta.....	131.9	134.1	130.4	109.42	108.94	103.49
British Columbia.....	133.8	134.5	133.1	123.39	121.98	117.23
CANADA.....	126.6	126.9	125.9	112.43	110.92	104.77
URBAN AREAS						
St. John's.....	144.8	147.5	145.7	88.67	87.73	82.58
Halifax.....	117.1	117.4	115.7	92.56	91.96	86.42
Sydney.....	102.5	103.7	100.2	97.14	94.68	94.70
Moncton.....	121.7	123.3	118.8	87.54	87.09	82.18
Saint John.....	111.5	110.7	110.9	90.94	90.75	84.89
Chicoutimi.....	108.7	108.7	111.8	126.70	126.17	121.71
Montreal.....	123.6	123.5	124.0	111.80	110.63	103.96
Quebec.....	118.5	118.4	120.5	94.60	93.92	89.61
Shawinigan.....	99.4	101.0	97.7	114.66	112.69	105.39
Sherbrooke.....	117.4	117.3	121.8	94.55	94.24	86.76
Trois-Rivières.....	113.4	115.6	113.7	103.96	101.37	96.55
Ottawa-Hull.....	131.1	132.5	125.5	104.76	104.97	98.10
Belleville.....	121.5	120.3	117.7	97.20	94.64	90.13
Brampton.....	264.1	259.3	250.7	115.74	114.01	107.19
Brantford.....	133.2	135.2	132.1	105.50	106.59	100.47
Fort William-Port Arthur.....	128.0	118.8	127.8	109.12	104.68	102.90
Guelph.....	139.4	140.0	137.3	106.13	105.63	97.61
Hamilton.....	122.4	122.5	121.6	118.70	119.23	109.69
Kingston.....	123.6	127.3	122.6	109.62	110.20	100.61
Kitchener.....	148.8	147.7	143.3	105.58	103.41	95.20
London.....	123.8	122.7	125.7	107.93	107.80	100.13
Niagara Falls.....	117.5	117.9	121.6	105.17	103.60	98.08
Oshawa.....	142.5	118.4	137.3	145.55	131.89	129.94
Peterborough.....	131.8	128.9	134.7	115.69	114.16	111.22
Sarnia.....	142.7	143.2	124.6	150.25	149.63	132.78
Sault Ste. Marie.....	122.4	123.7	118.7	124.79	124.64	119.67
Sudbury.....	114.8	116.1	113.0	137.43	135.89	123.85
St. Catharines.....	144.5	136.5	147.6	123.46	122.72	115.25
Timmins.....	74.1	76.0	81.6	101.74	101.25	94.86
Toronto.....	130.4	129.7	127.9	116.83	115.54	108.22
Welland.....	107.5	107.3	107.2	130.33	130.30	120.30
Windsor.....	155.9	153.0	150.1	141.54	131.16	123.01
Winnipeg.....	119.2	118.9	119.7	94.94	94.79	88.79
Regina.....	124.7	126.3	123.2	98.01	95.25	93.55
Saskatoon.....	152.1	150.2	152.3	100.54	100.48	93.69
Calgary.....	138.1	140.4	140.0	109.19	108.21	104.13
Edmonton.....	138.5	140.1	133.5	104.13	104.24	97.72
Vancouver.....	133.1	133.5	130.1	118.96	117.48	111.16
Victoria.....	122.5	125.2	128.1	105.33	105.28	98.98

\*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

						Trans- porta- tion, Communi- cation and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services			Total Specified Industries
	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non- Durables	Durables	Con- struc- tion				Non com- mercial Sector†	Com- mercial Sector‡	Public Adminis- tration**	
(in thousands)												
CANADA												
Sept. 1968*	76.9	121.2	877.5	803.6	409.4	663.7	992.6	282.5	903.8	638.8	289.0	6,058.9
Aug. 1968*	80.1	122.6	881.8	798.5	405.6	666.2	978.1	283.2	868.9	641.1	291.2	6,017.3
Sept. 1967	82.9	119.9	849.7	799.2	403.6	668.5	944.2	264.3	838.7	598.7	281.4	5,851.1
NEWFOUNDLAND												
Sept. 1968*	2.6	5.8	10.3	2.1	9.9	13.9	16.6	2.0	17.8	8.3	7.1	96.5
Aug. 1968*	3.1	5.9	10.5	2.3	10.2	15.3	16.6	2.0	17.7	8.5	7.7	99.7
Sept. 1967	3.4	5.7	10.3	2.5	11.6	17.6	16.4	1.8	16.8	6.7	6.6	99.5
PRINCE EDWARD ISLAND												
Sept. 1968*	—	—	2.1	0.5	2.4	3.6	4.7	0.6	4.8	1.8	2.5	23.1
Aug. 1968*	0.2	—	2.4	0.4	2.4	3.2	4.0	0.6	4.6	2.1	2.3	22.4
Sept. 1967	0.1	0.1	2.4	0.5	2.4	3.0	3.8	0.6	4.2	2.0	2.0	21.0
NOVA SCOTIA												
Sept. 1968*	2.9	6.9	19.3	15.0	15.7	21.3	32.4	6.6	29.6	15.4	18.0	183.1
Aug. 1968*	3.0	6.9	19.9	15.2	15.7	22.6	32.5	6.6	28.1	15.7	18.9	185.0
Sept. 1967	2.6	7.3	18.8	16.2	13.9	21.7	28.9	6.3	28.1	14.0	17.6	175.4
NEW BRUNSWICK												
Sept. 1968*	9.3	2.6	19.0	10.8	10.0	20.4	25.1	4.5	24.3	10.5	9.5	146.0
Aug. 1968*	9.5	2.6	19.8	12.2	9.9	21.0	25.4	4.5	23.3	10.6	10.3	149.2
Sept. 1967	10.4	2.8	18.4	10.6	11.8	22.2	23.1	4.2	22.8	10.7	8.8	145.8
QUEBEC												
Sept. 1968*	25.7	25.7	326.6	200.8	96.3	185.0	245.2	79.2	254.8	162.2	57.3	1,658.8
Aug. 1968*	28.2	26.3	328.4	199.3	95.0	185.4	242.2	80.4	248.5	163.1	56.5	1,653.3
Sept. 1967	30.2	26.6	313.9	197.0	95.0	181.7	240.2	74.8	239.7	165.7	60.1	1,625.0
ONTARIO												
Sept. 1968*	11.5	35.3	379.8	451.4	159.2	212.2	388.8	122.3	336.2	260.1	126.0	2,482.8
Aug. 1968*	12.2	35.7	377.4	445.6	156.1	210.1	381.6	121.5	322.3	259.1	126.7	2,448.5
Sept. 1967	13.3	34.9	370.2	447.2	149.1	216.0	369.1	115.1	304.9	233.1	117.8	2,370.8
MANITOBA												
Sept. 1968*	0.9	6.8	28.2	20.7	18.9	47.5	53.0	12.9	42.1	30.2	14.2	275.3
Aug. 1968*	0.8	6.9	28.3	20.5	18.9	48.1	52.2	13.1	39.7	29.2	14.7	272.5
Sept. 1967	0.9	6.5	27.7	19.9	18.2	48.1	52.6	12.2	40.5	28.7	13.6	269.0
SASKATCHEWAN												
Sept. 1968*	0.4	5.1	10.2	5.7	17.2	27.4	39.7	8.2	39.0	19.9	12.1	184.9
Aug. 1968*	0.4	5.2	10.5	6.1	16.7	27.6	40.2	8.1	38.2	20.1	12.7	185.9
Sept. 1967	0.2	5.4	9.9	5.8	18.0	27.5	38.4	8.2	38.1	18.1	13.8	183.5
ALBERTA												
Sept. 1968*	2.3	20.3	26.7	23.6	39.7	50.4	80.7	17.9	73.2	53.3	23.0	411.1
Aug. 1968*	2.3	20.1	27.5	24.0	40.5	50.9	80.0	17.9	71.0	54.0	22.2	410.5
Sept. 1967	1.9	18.9	26.4	26.1	41.9	51.1	75.0	15.7	67.7	48.4	22.3	395.5
BRITISH COLUMBIA												
Sept. 1968*	21.3	10.1	55.1	72.8	39.0	80.1	105.6	28.3	80.5	75.6	17.1	585.7
Aug. 1968*	20.4	10.3	56.8	72.9	39.0	80.0	102.6	28.3	74.1	77.1	17.1	578.6
Sept. 1967	19.8	10.0	51.4	73.5	41.0	78.0	96.2	25.3	74.4	70.2	16.8	556.6

\*Preliminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

\*\*Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	September 1968	August 1968	September 1967	September 1968	August 1968	September 1967
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	110.8	112.8	110.0	141.21	139.09	130.39
Metals.....	103.0	104.0	105.0	142.18	140.68	129.55
Mineral fuels.....	102.3	105.1	103.5	147.87	145.73	140.00
Non-metals except fuels.....	124.5	130.3	119.5	130.37	124.92	119.13
Quarries and sand pits.....	118.2	121.3	131.1	123.08	120.41	114.84
Services incidental to mining.....	161.3	162.7	136.6	144.02	143.10	137.35
MANUFACTURING.....	125.5	125.3	125.5	117.01	114.48	108.45
Durable goods.....	135.0	133.8	135.4	127.69	124.03	116.74
Non-durable goods.....	117.8	118.4	117.4	107.11	105.75	100.75
Food and beverages.....	120.4	123.3	120.9	100.55	98.92	93.93
Foods.....	121.2	123.8	121.8	97.29	95.73	90.87
Beverages.....	114.9	120.0	115.0	122.19	119.58	114.13
Tobacco processing and products.....	91.4	92.8	95.1	124.27	123.11	111.33
Rubber products.....	125.7	113.2	125.5	121.85	113.23	111.18
Leather products.....	101.7	102.3	97.7	77.31	76.98	72.47
Textile products.....	119.0	118.4	118.7	97.89	95.93	89.84
Knitting mills.....	117.2	117.2	112.4	72.78	72.77	69.69
Clothing.....	110.8	111.0	110.0	70.31	72.33	67.05
Wood products.....	112.4	113.9	111.9	106.27	103.63	97.95
Furniture and fixtures.....	130.4	129.0	130.9	97.70	95.34	90.19
Paper and allied industries.....	118.1	119.1	119.4	134.85	132.52	129.03
Printing, publishing and allied industries.....	114.3	114.4	115.2	121.62	119.83	114.11
Primary metal industries.....	127.2	128.6	123.3	138.51	139.67	129.07
Metal fabricating industries.....	133.6	132.9	134.1	124.45	121.52	113.52
Machinery, except electrical.....	142.5	143.8	146.1	132.73	130.76	122.22
Transportation equipment.....	153.7	144.9	155.5	145.32	135.22	129.04
Electrical products.....	144.7	144.2	146.7	119.60	116.70	110.25
Non-metallic mineral products.....	122.4	124.0	122.7	125.47	123.56	116.35
Petroleum and coal products.....	104.3	107.6	103.4	169.34	168.25	159.29
Chemicals and chemical products.....	118.2	119.0	117.4	130.98	129.73	122.59
Miscellaneous manufacturing industries.....	141.1	139.6	136.0	99.64	99.26	94.32
CONSTRUCTION.....	133.3	135.3	133.7	144.57	142.10	135.98
Building.....	138.7	140.3	134.4	141.08	139.01	131.75
Engineering.....	123.9	126.6	132.4	151.35	148.04	143.41
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	112.9	114.2	113.7	124.97	123.25	115.28
Transportation.....	110.0	111.6	111.4	123.92	121.73	114.05
Storage.....	115.5	105.9	113.1	109.48	107.54	98.53
Communication.....	118.2	119.7	119.0	119.98	119.72	110.52
TRADE.....	130.2	128.0	126.9	87.98	87.97	82.17
Wholesale trade.....	124.3	124.4	123.6	110.46	108.58	102.24
Retail trade.....	133.4	129.9	128.8	76.31	76.98	71.45
FINANCE, INSURANCE AND REAL ESTATE....	131.9	132.8	127.1	107.82	107.57	99.53
Financial institutions.....	135.2	136.3	129.0	105.64	104.80	97.07
Insurance and real estate.....	127.3	128.2	124.5	110.94	111.53	102.95
SERVICE.....	163.5	165.6	160.4	79.77	79.42	75.89
Recreational services.....	153.4	160.0	141.2	70.65	71.17	67.68
Business services.....	177.2	177.1	172.2	123.52	122.48	115.32
Personal services.....	152.3	153.2	148.6	58.55	58.67	55.99
Miscellaneous services.....	189.8	195.9	196.6	87.55	86.69	84.81
INDUSTRIAL COMPOSITE.....	126.6	126.9	125.9	112.43	110.92	104.77

Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 7Z-002).



TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1968	Aug. 1968	Sept. 1967	Sept. 1968	Aug. 1968	Sept. 1967	Sept. 1968	Aug. 1968	Sept. 1967
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	41.9	41.7	41.7	3.12	3.08	2.88	130.63	128.52	120.23
Metals.....	41.3	41.2	40.6	3.26	3.22	3.04	134.45	132.76	123.45
Mineral fuels.....	42.3	41.9	43.9	2.65	2.62	2.42	112.09	109.98	106.39
Non-metals, except fuels.....	42.9	42.2	42.2	2.91	2.87	2.68	124.85	121.09	113.22
Quarries and sand pits.....	48.5	47.9	50.1	2.48	2.45	2.25	120.04	117.40	112.98
Services incidental to mining.....	41.2	41.2	41.5	3.40	3.36	3.14	139.79	138.49	130.27
MANUFACTURING.....	40.9	40.4	40.8	2.62	2.59	2.43	107.34	104.63	99.20
Durable goods.....	41.8	40.9	41.4	2.86	2.82	2.62	119.33	115.37	108.52
Non-durable goods.....	40.1	40.0	40.3	2.38	2.36	2.23	95.61	94.28	90.07
Food and beverages.....	40.4	39.9	40.4	2.24	2.24	2.09	90.52	89.43	84.37
Foods.....	40.5	39.9	40.4	2.17	2.18	2.02	87.95	86.75	81.88
Beverages.....	39.9	40.5	40.6	2.83	2.77	2.61	112.94	111.93	105.74
Tobacco processing and products.....	37.4	37.8	36.8	3.06	2.99	2.74	114.22	112.90	100.80
Rubber products.....	42.2	40.3	41.7	2.71	2.54	2.50	114.47	102.52	104.34
Leather products.....	39.7	40.0	39.7	1.79	1.77	1.67	71.17	70.83	66.18
Textile products.....	42.0	41.4	41.8	2.08	2.05	1.90	87.31	84.85	79.34
Miscellaneous textiles.....	41.5	39.9	41.6	2.28	2.19	1.86	94.63	87.15	77.41
Knitting mills.....	40.5	41.1	41.7	1.58	1.56	1.49	63.99	64.04	61.98
Clothing.....	36.3	37.7	37.2	1.75	1.75	1.63	63.64	66.20	60.58
Wood products.....	40.4	39.9	40.4	2.51	2.47	2.32	101.31	98.69	93.73
Furniture and fixtures.....	42.7	42.4	42.8	2.12	2.08	1.95	90.70	88.03	83.61
Paper and allied industries.....	41.3	41.0	41.9	3.06	3.03	2.91	126.61	124.20	122.01
Pulp and paper mills.....	41.3	41.0	41.8	3.35	3.30	3.18	138.33	135.24	133.13
Printing, publishing and allied industries....	38.5	38.2	38.9	3.11	3.07	2.90	119.87	117.42	112.85
Primary metal industries.....	40.5	41.0	40.4	3.21	3.22	2.98	130.16	131.82	120.40
Iron and steel mills.....	39.4	40.3	39.3	3.34	3.36	3.11	131.57	135.30	122.41
Metal fabricating industries.....	41.8	41.2	41.6	2.81	2.79	2.57	117.56	114.85	106.71
Machinery, except electrical.....	41.9	41.8	41.3	2.99	2.96	2.74	125.17	123.70	113.42
Transportation equipment.....	43.1	40.5	42.0	3.19	3.10	2.88	137.50	125.55	121.03
Aircraft and parts.....	42.6	42.1	42.0	3.04	3.02	2.88	129.35	127.01	120.96
Motor vehicles.....	43.9	39.8	42.3	3.35	3.24	2.97	147.16	128.91	125.37
Assembling.....	46.2	38.5	43.2	3.67	3.58	3.17	169.52	137.96	136.82
Parts and accessories.....	41.8	40.8	41.5	3.11	3.09	2.85	129.83	126.00	118.27
Shipbuilding and repairing.....	40.0	40.1	40.9	3.03	3.05	2.78	121.14	122.17	113.47
Electrical products.....	41.0	39.9	40.5	2.55	2.54	2.38	104.59	101.31	96.33
Communications equipment.....	40.6	39.2	39.4	2.43	2.39	2.31	98.46	93.72	90.89
Non-metallic mineral products.....	43.9	43.5	43.8	2.74	2.72	2.54	120.33	118.40	111.08
Petroleum and coal products.....	42.9	43.0	43.0	3.64	3.61	3.42	156.13	155.02	147.11
Chemical and chemical products.....	40.6	40.3	40.5	2.83	2.79	2.64	114.64	112.53	107.00
Miscellaneous manufacturing industries....	40.6	40.5	40.9	2.09	2.09	1.98	84.89	84.71	80.95
CONSTRUCTION.....	42.8	42.4	43.2	3.35	3.31	3.12	143.12	140.46	134.81
Building.....	40.4	40.1	40.7	3.45	3.42	3.20	139.29	137.13	130.09
General contractors.....	40.5	40.0	40.5	3.33	3.30	3.06	134.81	131.97	123.89
Special trade contractors.....	40.3	40.2	40.8	3.55	3.52	3.33	142.95	141.35	135.68
Engineering.....	47.4	46.8	47.5	3.18	3.14	3.01	150.59	146.88	143.00
Highways, bridges and streets.....	48.4	47.6	48.7	2.68	2.66	2.48	129.73	126.38	120.81
Other engineering.....	46.4	45.9	46.4	3.72	3.68	3.59	172.39	168.87	166.52
OTHER INDUSTRIES									
Urban transit.....	41.1	41.8	42.7	3.31	3.22	2.80	136.13	134.59	119.27
Highway and bridge maintenance.....	38.8	38.8	40.5	2.46	2.42	2.23	95.61	94.10	90.18
Laundries, cleaners and pressers.....	48.0	38.5	39.9	1.53	1.52	1.42	58.20	58.58	56.55
Hotels, restaurants and taverns.....	33.4	34.3	34.1	1.51	1.48	1.41	50.32	50.83	48.14

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
1965†.....	41.0	2.12	86.89	116.7	108.0
1966†.....	40.8	2.25	91.95	123.1	110.2
1967†.....	40.3	2.40	96.84	130.1	112.4
Fast Pay Period in					
1967—September.....	40.8	2.43	99.20	133.2	114.4
October.....	40.8	2.45	99.88	134.2	114.8
November.....	40.7	2.46	100.18	134.6	114.5
December.....	38.7	2.50	96.78	130.0	110.1
1968—January.....	40.0	2.49	99.52	133.7	113.1
February.....	40.4	2.49	100.53	135.0	113.2
March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.42	140.3	117.1
June*.....	40.4	2.57	103.94	139.7	116.0
July†.....	40.0	2.56	102.23	137.4	113.8
August*.....	40.4	2.59	104.63	140.5	116.1
September†.....	40.9	2.62	107.34	144.2	118.8

Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Sept. 1968	Aug. 1968	Sept. 1967	Sept. 1968	Aug. 1968	Sept. 1967
				\$	\$	\$
Newfoundland.....	42.4	41.3	41.8	2.06	2.10	2.06
Nova Scotia.....	39.5	39.2	39.9	2.05	2.04	1.94
New Brunswick.....	41.9	40.0	41.1	2.10	2.06	2.00
Quebec.....	41.6	41.6	41.5	2.35	2.32	2.20
Ontario.....	41.2	40.4	41.0	2.77	2.73	2.54
Manitoba.....	39.7	39.6	39.8	2.36	2.34	2.17
Alberta.....	39.8	39.9	40.1	2.80	2.73	2.49
Saskatchewan.....	39.1	39.5	40.1	2.68	2.65	2.48
British Columbia.....	37.5	37.2	37.7	3.25	3.23	3.04

Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

†Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).



## E — Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower

Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 744, December 1968 issue.

**TABLE E-1**—Estimates of the Insured Population under the Unemployment Insurance Act

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1968—September.....	5,135,000	4,888,300	246,700
August.....	5,320,000	5,050,200	269,800
July.....	5,256,000	4,935,000	321,000
June* .....	5,262,000	4,970,900	291,100
May.....	4,727,000	4,405,600	321,400
April.....	4,859,000	4,284,000	575,000
March.....	4,894,000	4,237,100	656,900
February.....	4,864,000	4,204,500	659,500
January.....	4,881,000	4,247,700	633,300
1967—December.....	4,828,000	4,326,500	501,500
November.....	4,800,000	4,463,400	336,600
October.....	4,724,000	4,481,500	242,500
September.....	4,732,000	4,521,100	210,900

\*Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 a year.

**TABLE E-4**—Benefit Payments, by Province, October 1968

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	18,631	484,981
Prince Edward Island.....	3,300	81,807
Nova Scotia.....	30,171	766,917
New Brunswick.....	23,286	612,285
Quebec.....	283,993	7,656,135
Ontario.....	252,754	6,775,413
Manitoba.....	24,116	617,029
Saskatchewan.....	14,698	380,060
Alberta.....	32,444	866,386
British Columbia.....	93,876	2,601,840
Total, Canada, October 1968....	777,269	20,842,853
Total, Canada, September 1968....	795,639	20,760,908
Total, Canada, October 1968....	623,302	15,493,858

\*Represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3**—Initial and Renewal Claims for Benefit, by Province, October 31, 1968

<i>Province</i>	<i>Claims Filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at the End of the Month</i>			
	<i>Total</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposal of</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	3,781	2,625	1,156	3,274	2,047	1,227	1,323
Prince Edward Island.....	387	281	106	392	252	140	95
Nova Scotia.....	4,435	2,997	1,438	4,254	2,858	1,396	1,150
New Brunswick.....	4,258	3,037	1,221	3,842	2,489	1,353	1,268
Quebec.....	41,716	27,224	14,492	38,354	24,949	13,405	13,431
Ontario.....	33,908	24,154	9,754	32,777	20,869	11,908	9,750
Manitoba.....	3,717	2,692	1,025	3,422	2,226	1,196	774
Saskatchewan.....	2,757	2,074	683	2,471	1,536	935	742
Alberta.....	5,044	3,656	1,388	4,359	2,721	1,638	1,584
British Columbia.....	17,466	11,652	5,814	16,618	10,903	5,715	4,887
Total, Canada, October 1968..	117,469*	80,392	37,077	109,763	70,850	38,913	35,004
Total, Canada, September 1968..	91,132	61,967	29,165	92,014	57,576	34,438	27,298
Total, Canada, October 1967..	114,895	79,394	35,501	102,938	66,685	36,253	38,828

\*In addition, revised claims received numbered 30,184.

†In addition, 30,666 revised claims were disposed of. Of these, 2,754 were special requests not granted and 1,398 were appeals by claimants. There were 4,708 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at October 31, 1968

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Sept. 30 1968	Oct. 31 1967
CANADA.....	264,518	121,242	61,035	48,696	33,545	246,702	242,454
Male.....	158,917	82,922	34,350	24,482	17,163	141,543	148,210
Female.....	105,601	38,320	26,685	24,214	16,382	105,159	94,244
NEWFOUNDLAND.....	8,187	4,233	1,780	1,314	860	7,026	6,625
Male.....	6,217	3,544	1,230	839	604	5,115	4,992
Female.....	1,970	689	550	475	256	1,911	1,633
PRINCE EDWARD ISLAND.....	1,024	431	268	210	115	1,025	701
Male.....	578	276	108	113	81	601	341
Female.....	446	155	160	97	34	424	360
NOVA SCOTIA.....	11,061	4,866	2,460	2,043	1,692	10,131	8,875
Male.....	7,462	3,549	1,519	1,267	1,127	6,766	6,166
Female.....	3,599	1,317	941	776	565	3,365	2,709
NEW BRUNSWICK.....	9,510	4,389	2,187	1,674	1,260	8,269	7,651
Male.....	6,427	3,239	1,405	1,022	761	5,359	4,768
Female.....	3,083	1,150	782	652	499	2,910	2,883
QUEBEC.....	90,885	43,172	21,022	15,935	10,756	80,783	80,389
Male.....	59,533	31,550	13,446	8,683	5,854	50,362	52,576
Female.....	31,352	11,622	7,576	7,252	4,902	30,421	27,813
ONTARIO.....	82,847	34,831	18,603	17,472	11,881	87,394	87,637
Male.....	43,427	21,256	8,901	7,797	5,473	44,863	49,103
Female.....	39,420	13,575	9,762	9,675	6,408	42,531	38,534
MANITOBA.....	9,321	3,944	2,213	1,705	1,459	7,140	6,369
Male.....	4,834	2,345	1,079	797	613	3,625	3,296
Female.....	4,487	1,599	1,134	908	846	3,515	3,073
ASKATCHEWAN.....	5,366	2,516	1,223	905	722	4,929	3,993
Male.....	2,882	1,545	651	363	323	2,512	1,924
Female.....	2,484	971	572	542	399	2,408	2,069
ALBERTA.....	10,965	4,948	2,776	2,085	1,156	9,793	8,134
Male.....	5,805	3,136	1,203	884	582	4,930	4,293
Female.....	5,160	1,812	1,573	1,201	574	4,863	3,841
BRITISH COLUMBIA.....	35,352	17,912	8,443	5,353	3,644	30,212	32,080
Male.....	21,752	12,482	4,808	2,717	1,745	17,401	20,751
Female.....	13,600	5,430	3,635	2,636	1,899	12,811	11,329

The bulk of the cases in this group were on claim from 27-39 weeks.  
NOTE: Values less than 50 subject to relatively large sampling variability.



## F — Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949 = 100)								
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year.....	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year.....	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year.....	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1968—Year.....	155.2	151.3	158.0	136.3	161.3	197.9	175.0	140.1
1967—November.....	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December.....	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—February.....	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March.....	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April.....	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May.....	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June.....	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July.....	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August.....	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1
September.....	156.4	153.0	159.6	136.4	162.2	199.6	176.8	141.1
October.....	156.8	152.4	160.3	138.1	161.6	200.3	177.4	141.1
November.....	157.5	153.0	161.0	138.8	162.7	201.0	180.1	141.1
December.....	158.0	154.4	161.2	138.8	162.7	201.0	180.1	141.1

NOTE: 1957 weighted.      Calculated by the Prices Division, DBS.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of December 1968**

	All Items			Food	Housing	Clothing	Trans- portation	Health and Personal Care	Recrea- tion and Reading	Tobacco and Alcohol
	Dec. 1968	Nov. 1968	Dec. 1967							
(1949 = 100)										
St. John's, Nfld.*.....	137.4	136.8	131.1	131.1	127.5	136.6	133.7	196.5	163.1	140.1
Halifax.....	148.9	148.3	143.4	147.1	145.4	147.7	147.1	207.0	198.8	139.9
Saint John.....	151.6	151.3	146.6	150.1	143.8	148.5	162.9	222.6	182.9	139.6
Montreal.....	155.1	154.4	150.1	160.1	149.4	129.5	187.4	200.3	185.5	146.5
Ottawa.....	156.5	156.2	150.1	154.8	151.9	144.7	178.0	211.9	176.5	152.2
Toronto.....	159.4	158.4	153.3	152.1	161.9	146.9	160.8	196.2	221.8	149.1
Winnipeg.....	153.4	153.0	147.7	152.3	142.0	152.3	154.1	230.7	172.1	154.0
Saskatoon-Regina.....	147.6	147.1	142.4	150.1	140.0	151.7	148.9	177.4	177.8	140.6
Edmonton-Calgary.....	148.6	148.5	143.1	145.4	143.0	150.5	152.1	211.1	172.4	132.1
Vancouver.....	151.2	150.6	146.7	149.8	151.4	141.9	159.0	188.2	171.0	136.0

\*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

## G — Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of

workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**TABLE G-1—Strikes and Lockouts, 1963-68**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1967—November.....	18	70	19,148	251,460	0.18
December.....	11	55	9,436	151,230	0.13
1968—January.....	24	56	19,758	207,390	0.16
February.....	42	76	49,069	590,840	0.46
March.....	37	83	41,296	682,180	0.53
April.....	42	86	41,751	324,790	0.25
May.....	64	116	30,993	410,710	0.30
June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08

Preliminary.

**TABLE G-2—Strikes and Lockouts, December 1968 by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	75	1,130
Mines.....	2	417	3,730
Manufacturing.....	30	9,169	74,010
Construction.....	7	1,470	10,380
Transportation and utilities.....	3	799	6,850
Trade.....	8	570	5,780
Finance.....	—	—	—
Service.....	—	—	—
Public administration.....	7	696	3,100
<b>ALL INDUSTRIES.....</b>	<b>58</b>	<b>13,196</b>	<b>104,980</b>

**TABLE G-3—Strikes and Lockouts, December 1968 by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island.....	—	—	—
Nova Scotia.....	3	812	2,930
New Brunswick.....	2	157	1,390
Quebec.....	12	3,242	42,140
Ontario.....	28	7,663	53,580
Manitoba.....	—	—	—
Saskatchewan.....	1	248	500
Alberta.....	4	154	2,030
British Columbia.....	8	920	2,410
Federal.....	—	—	—
<b>ALL JURISDICTIONS.....</b>	<b>58</b>	<b>13,196</b>	<b>104,980</b>



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1968 (Preliminary)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			December	Accumulated		
MINES						
Metal						
Mattagami Lake Mines, Matagami, Que.	Steelworkers Loc. 6131 (AFL-CIO/CLC)	325	2,280	2,280	Dec. 4 Dec. 14	Wages, fringe benefits—15 % wage increase over a 2-yr. period, other improved benefits.
MANUFACTURING						
Food and Beverages						
Essex Packers Ltd., Windsor, Ont.	Teamsters Loc. 880 (Ind.)	116	2,090	2,090	Dec. 4 —	Wages—
Nova Scotia Co-operative Abattoir Ltd., Halifax, N.S.	Teamsters Loc. 927 (Ind.)	100	200	200	Dec. 30 —	Wages, working conditions—
Rubber						
Mansfield Denman General, Barrie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC)	330	6,600	22,770	Sept. 23 —	Wages—
Chicago Rawhide, Brantford, Ontario.	Auto Workers Loc. 397 (CLC)	129	2,580	4,520	Nov. 9 —	Wages, hours—
Textiles						
Allen Industries Canada Ltd., Hamilton, Ont.	Auto Workers Loc. 525 (CLC)	320	2,560	2,560	Dec. 10 Dec. 23	Wages—12 % wage increase retroactive to Oct. 22, 1968, 6 % 1969, 6 % in 1970, other improved benefits.
Montrose Worsted Mills Inc., Granby, Que.	Textile Federation (CNTU)	390	1,170	1,170	Dec. 13 Dec. 18	Alleged grievances with spinning foreman—Return of workers.
Wood						
MacMillan Bloedel Ltd. Somass Sawmill Division, Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	100	—	100	Nov. 29 Dec. 2	Lay-off of twelve workers— Return of workers.
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	1,050	1,050	Dec. 17 —	Wages, fringe benefits, holidays
Weldwood of Canada Flavelle Cedar Division, Port Moody, B.C.	Woodworkers (AFL-CIO/CLC)	400	400	400	Dec. 20 Dec. 23	Protesting dismissal of one worker —Return of workers on instructions of union.
Paper						
Domtar Pulp & Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	24,920	143,290	July 18 —	Wages—
Prince Albert Pulp Co., Prince Albert, Sask.	Pulp and Paper Mill Workers Loc. 403 (AFL-CIO/CLC)	248	500	500	Dec. 4 Dec. 6	Jurisdictional dispute between unions—Return of workers pending negotiations.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			December	Accumulated		
Primary Metals						
General Smelting Co. of Canada. Burlington, Ont.	Steelworkers Loc. 6979 (AFL-CIO/CLC)	100	500	6,500	Sept. 6 Dec. 8	Wages—25¢ an hr. increase immediately, 10¢ after 10 mos., 12¢ after 20 mos.; shift and Sunday premiums increased, 3 weeks vacations after 8 years, improved sickness benefits.
Machinery						
International Harvester, Hamilton, Ont.	Steelworkers Loc. 311 (AFL-CIO/CLC)	341	—	16,710	Sept. 20 Dec. 2	Wages, job evaluation—Wage increase, other improved benefits.
Transport Equipment						
Dominion Forge Co., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	668	1,340	51,450	Aug. 15 Dec. 4	Wages, working conditions, fringe benefits—Starting rate raised to \$2.75 an hr. plus 45¢ an hr. spread over 2 years for unskilled, \$3.54 an hr. plus 45¢ an hr. spread over 2 years for skilled; other improved benefits.
Canadian Motor Lamp Co. Ltd., Parry Sound, Ont.	Auto Workers Loc. 1297 (CLC)	209	2,090	3,140	Nov. 25 Dec. 16	Wages, overtime—Wage increase, other improved benefits.
Ford of Canada, Oakville, Ont.	Auto Workers Loc. 707 (CLC)	3,350	3,350	3,350	Dec. 2 Dec. 3	Respecting picket line of Loc. 251, U.A.W. on strike at plant supplying components—Return of workers.
Glendale Mobile Homes Ltd., Strathroy, Ont.	Machinists Loc. 1703 (AFL-CIO/CLC)	213	2,560	2,560	Dec. 12 —	Wages—
Electrical Products						
Proctor-Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,060	11,950	July 17 —	Wages, hours—
Robbins and Myers, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	188	3,760	6,580	Nov. 11 —	Wages, hours—
Non-Metallic Mineral Products						
Canadian Ohio Brass, Niagara Falls, Ont.	Chemical Workers Loc. 345 (AFL-CIO/CLC)	237	4,740	4,740	Nov. 29 —	Wages, fringe benefits—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	5,900	46,130	May 17 —	Wages, union security, grievance procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern, Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	24,000	July 15 —	Wages, other benefits—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1968 (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			December	Accumulated		
Modern Paving, St. Lambert de Lévis, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,200	12,540	July 19 —	Security of employment—
Foundation Co. of Canada, Waters Township, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	395	790	790	Dec. 17 Dec. 19	Dismissal of one employee for cause—Return of workers.
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	672	2,690	2,690	Dec. 19 Dec. 30	Jurisdictional dispute between unions—Return of most workers.
<b>TRANSPORTATION AND UTILITIES</b>						
<i>Transportation</i>						
Chambly Transport Inc., Montreal and area, Que.	Railway, Transport and General Workers Locs. 511-513 (CLC)	120	2,660	9,430	Sept. 13 —	Wages—
Six Bus Companies, Various Locations, Quebec.	Public Service Employees' Federation (CNTU)	918	4,110	23,350	Oct. 26 Dec. 12	Wages, hours—Wage increase, other benefits.
<b>TRADE</b>						
Chapples and Metropolitan Stores, Fort William and Port Arthur, Ont.	Retail Clerks Loc. 409 (AFL-CIO/CLC)	117	590	5,470	Oct. 3 Dec. 9	Wages, seniority, union security— 5% + 3¢ per hr. across the board immediately.
International Harvester Co. of Canada Ltd., Ottawa, Hamilton and Burlington, Ont.	Auto Workers various locals (CLC)	207	2,070	3,520	Nov. 21 Dec. 16	Wages, other benefits—Wage in- creases from 64¢ to \$1.14 an hr. over a 2-yr. contract, other im- proved benefits.
International Harvester Co. of Canada Ltd., Montreal, Que.	Auto Workers Loc. 698 (CLC)	100	1,000	1,600	Nov. 22 Dec. 16	Wages, other benefits—Return of workers.
<b>PUBLIC ADMINISTRATION</b>						
<i>Local Administration</i>						
City of Vernon, Vernon, B.C.	Public Employees Loc. 626 (CLC)	104	100	5,090	Sept. 24 Dec. 3	Wages, working conditions—7% wage increase for 1968, 8% for 1969; 40 hours work week for outside workers, 35 hours for inside workers.
City of Kelowna, Kelowna, B.C.	Public Employees Loc. 338 (CLC)	155	310	4,500	Oct. 24 Dec. 4	Wages—7¢ an hr. increase retro- active for 1968, 8¢ an hr. for 1969.
City of Kamloops, Kamloops, B.C.	Public Employees Loc. 900 (CLC)	186	190	4,290	Oct. 31 Dec. 3	Delay in new contract negotiations —15¢ an hr. increase retroactive to Nov. 4, 1967, 20¢ an hr. eff. Jan. 1, 1969.

# Labour gazette

Canada Department of Labour

April 1969

Government  
Publication





# Canada Department of Labour Publications

---

*Annual Report of the Department of Labour* (Covers fiscal year ending March 31) (English or French). Cat. No. L1-1968.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

*Industrial and Geographic Distribution of Union Membership in Canada, 1967.* (English or French). Price 15 cents, Cat. No. L31-767.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00 (Bilingual). Cat. No. L2-549.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price \$4.50, Cat. No. L31-967F.

*The Behaviour of Canadian Wages and Salaries in the Postwar Period.* 1967. A graphic presentation. Price \$1.50, Cat. No. L41-567.

*Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal.* 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price \$2.50, Cat. No. L41-667.

*Payment Systems and their Development in the Railway Running Trades.* 1968. By Maxwell Flood. Price \$1.25, Cat. No. L41-768.

(Continued on inside back cover)

# labour gazette

Vol. 69, No. 4, April 1969

## Official Journal Canada Department of Labour

Hon. Bryce Mackasey  
Minister

D. Love  
Deputy Minister

### Editorial Staff

*Editor in Chief*  
W. S. DRINKWATER

*Editor*  
JACK E. NUGENT

*Editor, French Edition*  
GEORGES D'ASTOUS

*Assistant Editor –  
Production and Promotion*  
FRANK L. DUBERVILL

*Staff Writers*  
R. J. LYLE  
SHIRLEY M. PLOWMAN  
KATHLEEN E. WHITEHURST  
R. W. WILKINSON

*Circulation Manager*  
J. E. ABBEY

cover photograph

In Montreal, at Canada's first fully integrated container shipping terminal, a push-button-operated crane removes containers from the ship's hold and places them on the dock where they are picked up by straddle carriers. See p. 206.

photo courtesy Furness Withy & Co. Ltd.

THE LABOUR GAZETTE, published monthly in English and French by the Canada Department of Labour, Public Relations and Information Services Branch, David Monk, Director, is listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences. CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada and foreign:

## CONTENTS

- 206 Reshaping the Port of Montreal
- 213 The PM's Task Force on Industrial Relations
- 214 CLC Brief to the Government
- 217 CRLEA Brief to the Government
- 219 Inflation, Wages and Labour Mobility
- 220 Housing
  - Unfair Labour Practices
  - Labour as Part of Housing Costs
- 221 Milestones
- 222 News Briefs
- 226 50 Years Ago
- 227 Major Collective Agreements — Part II
- 232 Price Indexes
- 233 Employment Review for January Older Workers
- 234 Teamwork
- 235 Manpower Utilization
- 236 Unemployment Insurance Report — November
- 237 Legislation: Legal Decisions
- 240 Decisions of the Umpire
- 241 Railway Arbitration: Cases 137-141
- 242 Wage Schedules
- 243 Certification
- 244 Conciliation
- 245 Library List No. 241
- 248 Statistics Section; Current Labour Statistics

single copy, 50c; 1 year \$5; 2 years \$9; 3 years \$10; 5 years \$16. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES — \$7.50 a copy. CHANGE OF ADDRESS — Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.



# Reshaping the Port of Montreal



The *Manchester Challenge*, the first of three ships that will provide a weekly container service across the Atlantic. The ship holds 452

containers below deck, each container holding 20 tons of cargo.

*Photo courtesy Furness Withy & Co. Ltd.*

The Port of Montreal has no more of a monopoly than any other, says Laurent A. Picard, Commissioner of the federal Inquiry Commission on the St. Lawrence Ports. The Port competes with the other ports along the St. Lawrence, in the Great Lakes and, to a lesser extent, with the American and Canadian ports on the Atlantic seaboard. Because the Port of Montreal must compete with certain American ports, any weakening of its competitive position may spell a decreased activity of Canadian ports to the advantage of American ports. "This obviously constitutes a national problem."



THE Port of Montreal, more so than the other St. Lawrence River ports, has been hit hard by a number of industrial relations disputes in recent years as the waterfront workers look with apprehension to future developments at the Port. The big strike of 4,250 longshoremen, members of the International Longshoremen's Association, at the ports of Montreal, Trois Rivières and Quebec for five weeks in the spring of 1966 against the Shipping Federation of Canada, Inc., paralyzed the movement of ocean-going vessels in the three ports. The strike began allegedly over the parking of longshoremen's cars. The terms of settlement, however, dealt principally with methods of increasing productivity in return for wage increases (L. G. 1966, p. 497).

Mediator Judge René Lippé, in his report on the settlement of the strike, recommended that an industrial inquiry commission be set up by the Minister of Labour to investigate methods affecting productivity and job security, including the size of work gangs, which had been a contentious issue during the negotiations, and that these matters should be subjects for inclusion in forthcoming contracts. The report of the Inquiry Commission on the St. Lawrence Ports (L. G., Jan. 1968, p. 2), headed by Dr. L. A. Picard, was made binding by the provisions of the St. Lawrence Ports Working Conditions Act, 1966. The report was not initially accepted by the union, and its appeal to the Quebec Court of Queen's Bench over the decision of the Superior Court to dismiss the union's petition to discontinue the Picard Commission failed (L. G., Aug. 1968, p. 484).

A second commission to inquire into "certain causes of labour unrest existing at the ports of Montreal, Trois Rivières and Quebec," conducted by Mr. Justice Arthur I. Smith of the Quebec Superior Court, was appointed by the Minister of Labour in February 1968. The report has not yet been completed. A committee, chaired by Maxwell Cohen, Q.C., appointed by the Minister of Manpower and Immigration, looked into the unloading of grain at the Port of Montreal by employees of the National Harbours Board, and considered problems related to job security and the size of work gangs arising from technological change.

The main issues and problems facing the Port concern the deployment of men, the size of work gangs, job security, safety and improved working conditions. The Port is under considerable pressure

to reduce the size of work gangs because of the increasing use of more sophisticated automated devices for loading and unloading. The experiences of other North American ports — and indeed the world over — indicate that changes in these and other conditions in the Port of Montreal are forthcoming within the next 10 years.

### *A tentative forecast for the Port of Montreal may be based on the experience of the West Coast.*

The problems connected with the introduction of new methods and reduction of work gangs were examined by the Industrial Relations Centre of McGill University in December 1968. At a one-day seminar, labour, management and government representatives discussed "The Montreal Harbour — Ten Years Hence." The collective bargaining negotiations then under way between the Shipping Federation of Canada, Inc., and the ILA put a damper on the free flow of discussions. But in spite of the hesitancy to bring ideas into the open, several speakers, under the chairmanship of Associate Chief Judge Alan B. Gold, of the Quebec Provincial Court, discussed the major problems to be faced and the ways in which they were being met at other major ports.

The main paper presented at the seminar was written by Paul T. Hartman, Associate Professor of the Department of Economics and Institute of Labor and Industrial Relations, University of Illinois. Technical change will remake the structure of the industry, he predicted. "The economies of containerization push the firms toward close ties with, if not complete integration of ships, waterfront facilities, trucking lines and even rail lines." Montreal harbour cannot escape the impact of technological change on methods of handling cargo, although Prof. Hartman suggested that it would be one of the important ports on the Atlantic coast to make a successful adaptation to the changes. The threat facing all the Atlantic ports, he warned, stems from the possibility of just one port relaxing its conventional break-bulk or multiple-handling methods. "It is true that if any port in the North Atlantic range will handle containers without stripping and reloading, then the principal effect of

local resistance in the other ports would be to divert a large part of the general cargo trade to the permissive port."

The Pacific ports, manned by members of the International Longshoremen's and Warehousemen's Union, in 1960 began adjusting their labour agreements to allow for more mechanization and modernization, and also for the handling of containerized cargoes. This development could provide a tentative forecast of the coming situation in Montreal harbour.

Prof. Hartman examined the changes in work methods at the Pacific coast ports and the size of the gangs used in loading and unloading since 1960, at which time the modernization and mechanization agreement eliminated or drastically modified the rigid handling rules, whereby gangs of 12 men were used to do the work of three. Productivity has gone up every year since the changes were made. By 1964, productivity was 30 per cent above the 1960 level; by 1965, it was 40 per cent higher; and 1967 estimates indicate a possible increase of 60 per cent. Although wages and other payroll costs are sharply higher than in 1960, labour costs a ton have not increased at all during this period. Improvements in cargo handling have been so great that general cargo freight rates have declined on the average by 10 to 20 per cent since 1960, compared with a 10- to 20-per-cent rise elsewhere.

If the volume of trade remains constant, the size of the workforce, or average hours worked, will shrink. To prepare for this event, the union and employers on the Pacific Coast closed the registration lists and allowed workforce attrition to reduce the employment lists. In addition, employers encouraged early retirement by providing bonuses of almost \$8,000 payable in a lump sum or monthly over a three-year period. By mid-1966, the amount of the retiring bonus was increased to \$13,000, payable in a lump sum or over 4 or 5 years. Retirements and deaths had removed nearly 3,500 longshoremen and clerks — almost one quarter of the 1960 workforce — from the registration lists. The effects of attrition start slowly at first, then build up rapidly as time passes. Fortunately, the productivity effects of technical and rules changes behave the same way. The growth of trade and rapid attrition of the work force led to early and recurring labour shortages in the Pacific ports. The wage guarantee fund established to deal with the unemployment feared by the parties was





Containers are moved from dockside to a CN flatcar for shipment by land. The overhead lift truck moves and stacks containers not fitted with fork lift pockets.

CNR photo

never used, and was dropped from the 1966 contract.

Additional problems arising from technological change deal with jurisdiction training and steady employment of men by a single company. Union and management on the Pacific coast have agreed that the union does retain jurisdiction over loading and unloading containers when it is done at a waterfront terminal. What is not agreed on as yet is whether or not the workers must be longshoremen, and whether or not they must be steady men employed by one given employer. In practice, the men are becoming permanent employees of one given employer, although the union has not yet formally conceded its contractual rights to assign these men to jobs through the dispatch hall. Shape-up or hiring hall, manning and work rules — all could become meaningless, Prof. Hartman predicted. Grievance procedures and arbitration have replaced the older, rigid rules as devices to resolve conflicts over reasonable effort or workloads, safety and similar issues. He pointed out that grievance and arbitration rates on the Pacific Coast have increased five-fold and more over the pre-1960 rates.

Prof. Hartman continued: "In Pacific ports, the elimination of multiple handling began to show results quickly; but several years were needed before shippers fully adjusted by shifting to prepalletized and other unitized loads. The elimination of

redundant manning on bulk and special operations was not fully implemented until five years later. Containerization similarly is following a growth curve of relatively slow increase at first, then rising more rapidly. Container tonnage on the Pacific Coast grew slowly from 290,000 tons in 1960 to 400,000 tons in 1962. It increased to over one million tons in 1964 and 1965 as the Alaska and Hawaii trades neared full containerization and the inter-coastal trade was added. Continued growth in domestic trade, and the addition of containerized military routes to the Far East, pushed the total over two million tons by 1967. Further growth and extension of container service to Japan will very likely more than double the Pacific Coast containerized tonnage by 1969 or 1970.

"Some firms, and even more likely, the union locals may not like the prospects before them. The old and familiar ways of working and doing business are comfortable. More serious, many firms with relatively new fleets, or operating along low-density, far-flung trade routes, or without access to capital, and of course, stevedoring contractors, have a stake in the present technology and methods. Many waterfront union members and their leaders prefer the current methods because their jobs or their prestige are involved. The possibility must be considered that these firms or unions, or both together, may stop technical change.

On this issue, the union is more important than the reluctant firms. If the union concedes, then the firms must go along, or exist only in specialized trades or routes, if they survive at all."

Perhaps the ILWU could have resisted technical change on the Pacific waterfront, but indications show that this would probably have failed, Prof. Hartman suggested. "Multiple handling had been relaxed sufficiently, in San Francisco, for example, to permit unitized loads to be handled with only "skimming" — removing enough pieces to bring the load within the contractual sling load limits, rather than complete rebuilding. Small containers were permitted to cross the docks without stripping and reloading in San Francisco and Seattle."

***"Where wage rates are very high, the mechanized operation is still less costly even when flagrantly overmanned than the piece-by-piece methods."***

Turning to the Atlantic coast prospects, Prof. Hartman suggested that the ILA, which mans all of the Atlantic and Gulf Coast ports, could try to hold firm on the rules for double-handling of goods on containerized cargoes. He saw the recent negotiations between the ILA and the



New York Shipping Association as evidence of their intent to do this. "Whatever the intent," he continued, "the eventual outcome most likely will be that containers will be accepted without double handling. There are now a sufficient number of large firms so committed to containers that they are unlikely to yield easily. Once permitted on the docks, containers will prevail despite manning requirements. A container ship is able to load or discharge its 7,000 to 12,000 tons in one tenth or even smaller fractions of the time required by break-bulk methods, no matter how many redundant men may be standing around. Where wage rates are very high, the mechanized operation is still less costly even when flagrantly overmanned than the piece-by-piece methods."

In the discussion period following the presentation of Prof. Hartman's paper, Hon. Bryce Mackasey, federal Minister of Labour, emphasized the need of a more complete research staff to assist in the work of federal conciliation services, and the inclusion on staff of management and conciliation experts whom both labour and management can trust. The main problem facing the port, said Mr. Mackasey, is that, if foreign shipowners can't get lower handling rates in Canada, they won't be persuaded to come here, and in order to maintain the flow of business through the Montreal port, labour and management must learn to play or hang together. The future of the Port of Montreal depends, therefore, upon the number of contracts to handle cargoes through the port, and this will require fair play and understanding between the work force and management if the volume of business is to be maintained, he said.

Many of the delegates to the McGill seminar were concerned about the possibility that foreign shipping companies would be unwilling to take the risk of accepting contracts to load and unload at the Port of Montreal if there were the threat of a major peak-season work stoppage that could tie up their cargoes.

Taking up the argument in the ensuing panel discussion, Alec G. Pathy, Federal Commerce and Navigation Company, who represented management's viewpoint, warned that in spite of optimism about the future of Montreal harbour, business is by-passing the city because of the rising costs and is moving to other ports. Managements are unable to speak with one voice, and there is no single policy to effectively administer the collective agreement. A board of directors for a Maritime Employers' Association comprising the stevedoring companies and the Shipping Federation has been set up. "The establishment of an employers' association," Mr. Pathy said, "will not, in

itself, solve all the problems on the waterfront, but it will be the medium through which management will be able to talk effectively with labour." Mr. Pathy called for better communication between labour and management; in spite of certain natural conflicts of interest, the common interests must be brought out through collective bargaining to find a solution — which would be better than third-party intervention on the part of the Government. Direct negotiations, he said, are better handled through the representatives themselves, rather than through lawyers who are not involved as bargainers. And once agreement is reached, the parties must stick to it.

Speaking for the union point of view, Philip Cutler, Q.C., observed that, in his opinion, as long as longshoremen and others employed at the waterfront remain in a position of casual labour, profound conflicts could not be resolved. "So long as longshoremen equate increased productivity with decreased job opportunity, there can be no real improvement in industrial relations on the waterfront." To overcome this problem, Mr. Cutler called for long-range planning and an immediate cushion to lessen the effect of reduced job opportunity in the short run.

"For too long", he said, "waterfront problems have remained unsolved because in part, keeping longshore work on the basis of casual labour was regarded as a sacred cow. Shipping enterprise interests, government authorities and even union leaders assumed that the need for a predetermined shipping cost to the shipper ruled out guaranteed employment on the waterfront."

The inconsistency about pre-determined shipping cost is that included in it are provisions to cover such unpredictable events as fog, water level, fire hazard, and collision at sea — but no provision about a guaranteed salary for shore gangs. "Yet longshore work remained on a casual basis with a stubbornness that gives great significance to the breakthrough brought about by the Picard Report."

Hon. J. W. Pickersgill, President of the Canadian Transport Commission, told delegates that, with the advent of containerization, "shipping companies may decide it will be more profitable to turn their ships around at Montreal or other Eastern ports — as Canadian Pacific has announced it intends to do at Quebec — rather than risk delays and reduce speeds in the Seaway." Mr. Pickersgill predicted that, in the future, the St. Lawrence Seaway would not become obsolete, but that ships would be carrying more bulk commodities than general cargo.

But the speaker cautioned against overdevelopment of container facilities. To make a container system pay, there must

be heavy utilization. For example, he explained that only nine container berths are needed in Britain if they are fully utilized. "Our slower development of container facilities in Canada may, therefore, prove to be a blessing in disguise in helping us to avoid wasteful development, in too many ports, of a capacity that might be under-employed," Mr. Pickersgill said.

Canada, he noted, enjoys a geographical advantage in attracting container traffic destined for Asia. "The share of this traffic that comes to Canada will depend largely on our initiative and our efficiency — in other words, on our economic competitiveness."

## *Containerization is revolutionizing shipping throughout the world. Is Canada ready for it? Can labour accept it?*

It's only a rectangular box, but it's causing labour unrest, rivalry between nations and fights between cities. Workers are afraid that, because of the box, they'll lose their jobs. Canada wants to become a land bridge to the far east, while the U.S. is building facilities that would cut Canada out of the market. Saint John, N.B., lost out to Halifax over a container port, and Halifax will fight with Montreal and Quebec City to get the bulk of container cargo coming into eastern Canada.

In the long run, shipping may cost less if docking facilities are built and satisfactory agreements between dockworkers and shipping companies can be reached. The Maritime Transport Committee of the Organization for Economic Co-operation and Development has estimated in its 1964 annual report that, "in many cases, about 50 per cent of a ship's operating costs are incurred in port . . . it cannot be too often stressed that, unless port improvements go hand in hand with technical improvements in ships, the cost of sea transport cannot materially fall — and indeed may rise in some trades."

Essentially, the box, the container, is a demountable truck trailer that can be moved by sea, rail, highway and air in a single voyage. It's usually built of plywood, or aluminum lined with fiberglass or polyurethane, and waterproofed. The box is usually eight feet wide and eight feet high. It can be 10, 20, 30 or 40 feet long, depending on its contents.

Because the box is of a standard size and shape, a ship's cargo space can be filled, cargo secured and unloaded rapidly, thus saving turnaround expenses. And



since trains and trucks already have facilities for moving a big box faster than a lot of small boxes, the advantages extend to land transportation. Another advantage is that, in theory, there should be less damage in transit and less pilferage during loading and unloading, thereby reducing insurance costs.

But the most important factor is the saving in operation. A ship built for containerization can be loaded or unloaded with one third the longshoremen needed for a regular ship. If port facilities are fully integrated into the system, a 20-ton container can be transferred between the dock and the ship's hold every 3½ minutes. But if port facilities are not satisfactory, time savings are lost, the risk of handling increases, and costs for the shipper go up.

The shipper must also integrate his packaging and shipping system into the whole setup. If his packages leave empty spaces in the standard-size container, his costs go up and the threat of damage increases. The container also confuses the issue of responsibility for damage.

Another problem in containerization that relates especially to Canada is the type of trade. Most of the commodities that Canada sells to Europe are in bulk. At the end of their trip, the container

cannot be thrown away — it has to be returned or made available to another user. There is work being done now on building a collapsible box that could solve this problem. Bulk cargoes can be put in containers but it involves more handling and more expense. To get the full benefit of the system, Canadian shippers and carriers will have to find ways of making full use of the containers.

Costs are another factor — just getting ready to handle the container. Special container ships with interior cells into which containers are locked can cost almost twice as much as a regular cargo ship. Each berth space for a container ship can cost about \$5 million. But port managers are hurrying to convert their facilities to attract container vessels. The revolution in shipping may have such far-reaching effects that the Panama and Suez canals may eventually be useless. This will come about partly by using North America as a land bridge. Ships from Japan would deliver containers to a west coast port, they'd be loaded onto railroad flatcars and then reloaded onto ships on the east coast for the voyage to Europe. This is already being done on a small scale, and the time saving over the all-sea route is from 10 to 16 days.

But here's the biggest problem — labour. Containerization will probably

cut down on the work force needed at the docks if it is to be a profitable venture. The International Longshoremen's Association estimates that with containerization, the work force in the Port of New York will be reduced to 12,000 men from the present 21,000. The work force in New York has already dropped by 4,000 since the last contract was signed.

Dockworkers don't see the big box as a good revolution, to some it is a "coffin." They are afraid that their jobs will be eliminated. The seriousness of the problem is shown by the recent ILA strike in the United States. Employers have offered the most liberal wages in the history of the industry, but the deadlock went on for weeks.

The unions have tried to soften the impact of containerization on workers with demands for stuffing and stripping containers on the docks as well as demands for annual pay guarantees that would be similar in all ports. One tentative agreement with the ILA would guarantee dock workers 2,080 hours work in the Port of New York, an increase from the present 1,600-hour guarantee.

If this agreement were ratified, the union would have the right to have its men unload and reload containers brought to ships in the New York port area, except for containers brought within a 50-mile



NFB photo

Yesterday: 16 men and 10 days . . .



CNR photo

Today: push buttons and two days.





Containers unloaded in Toronto await transfer to trucks and trains. Toronto hopes to have a new \$1-million facility for containers ready by this summer.

Photo courtesy Port of Toronto

radius of the port and belonging to New York Shipping Association members.

Canada saw how the new system worked in November when the first container port facilities were unveiled in Montreal. The terminal is operated by Furness Withy & Co. Ltd. The *Manchester Challenge* was unloaded by about 10 men who pushed buttons, talked on walkie-talkies and drove huge spider-like vehicles. Loading and unloading of the ship is carried out by an electric gantry crane that runs in on rails along the pier beside the ship. The crane is 140 feet tall and is guided by men on the deck using two-way radios. No manual contact with the container is needed.

The 452 containers in the ship can each hold 20 tons of cargo, and the system requires only two days in port to load and unload, compared with 10 days from many normal ships. Under an agreement with CNR, the containers were then transferred to flat cars and about 200 were sent to Toronto. CN was charging \$75 per container for the trip to Toronto, but if the volume rises, costs can go down to \$60 per container.

Will labour problems over the container spread to Canada? Perhaps, unless a solution is found elsewhere that could be applied to Canada. Another possible problem is the jurisdictional rights of unions. The container often can be easily picked up directly from dockside and deposited on a flatcar or a truck trailer, thereby cutting out one full operation. In some cases, the problem

has been resolved in favour of the stevedoring company.

At the moment, Canada has only one fully integrated container system but there are plans for several others. In Vancouver, the National Harbours Board has ordered the installation of a crane for unloading container ships, but Seattle, just a few miles away, already has two such cranes and has attracted cargo that would otherwise have gone through Vancouver. But the eventual development of the Roberts Bank port south of Vancouver will complement existing facilities.

On the East Coast, a three-partner shipping consortium has chosen Halifax for its terminal. Clark Traffic Service Ltd. of Montreal, and Bristol City Line of Bristol, England, and Compagnie Maritime Belges of Antwerp form the consortium. A freight-liner service will start the middle of this year, and it will be expanded with the introduction of the first of three container ships next year. In other developments at the Port of Halifax, tenders are being called for the second phase of a \$10-million container terminal, and the Nova Scotia Government is planning a Crown corporation to encourage the flow of traffic in containers through the port of Halifax.

By this summer, Toronto hopes to have a freight terminal and backup dock area ready to handle containers. Toronto went ahead with its plans after European forwarders indicated a need for such a terminal and service.

Canadian Pacific is spending about

\$31 million to establish a complete container shipping service linking Quebec City, London and Rotterdam. CP is chartering two container ships and has three on order and will spend about \$5 million for rail container flatcars and for the installation of terminal handling equipment and trackage at Quebec City. Sabb Inc. of Quebec City began equipping two piers in the city's port for container ships last year, and plans to spend more this year for a gantry crane, a truck-mounted crane, fork-lift trucks and other stevedoring equipment.

The first step in developing the land bridge is complete with these projects. The rest could take several years, but both CN and CP have made agreements to haul container cargo into the rich Ontario and Midwest U.S. regions.

*The deadline for settlement of a collective agreement in the Montreal longshoring industry was reached last month. Stability in the Port's business depends upon the degree to which the two parties reach accord.*

The bargaining sessions for the 1969 shipping season were conducted with the aid of a conciliation board under the chairmanship of Associate Chief Judge Alan B. Gold of the Quebec Provincial Court.



His mandate for the longshoring industry, which ended in March, was given a year ago (L. G., June 1968, p. 332) by the Minister of Labour at the request of the parties to render preliminary decisions that bind employers and the union concerning monetary and other issues, and the interpretation and application of the conclusions of the Picard Report. Under this mandate, a wage increase of 9.3 per cent was awarded to the longshoremen during the 1968 season.

Although no collective agreement was signed between the parties for the 1968 season, certain terms of settlement were arrived at under Judge Gold. In addition, Judge Gold was charged to aid in reaching agreement for the 1969 season. The mandate was given following a breakdown of negotiations in January 1968 and the failure of the parties to reach agreement under a conciliation officer, C. E. Poirier of Montreal. The union negotiating position was based on contract demands for guaranteed income and pay under a security plan. During the past year, the workmen have been operating on a guaranteed workweek of 35 hours for which they get a basic wage rate if they work below this. To qualify for the provisions of the security plan, the workers must work a sufficient number of hours or accept at least 20 per cent of the work calls; those who do not are not qualified to continue for the following year. The ILA objective is to keep the port properly manned by ILA labour and to ensure that no changes should take place without looking after the interests of longshoremen. Efforts are made to rotate the men in order to share the work as far as possible. A central dispatching centre for longshoremen, which allocates work in compliance with the rotation scheme set out by the Picard Report, is run in Montreal by the Shipping Federation of Canada, Inc. It allows those men not included in the basic gangs to present themselves for assignment in order to qualify for their job security guarantee. The dispatch centre was set up by an award of Judge Gold. The period over which the men must work to qualify for the job security plan is 37 weeks. The Montreal Shipping season runs from April 1 to December 21 in a typical year.

The union is asking for a shift system, rather than the call system as presently used. The 96 official gangs operating in Montreal are allocated daily through the management-run dispatch centre upon requests sent in by the member stevedoring companies. Sixteen men who qualify for the guarantee are steadily assigned to a basic gang directed by a foreman, and extras are attached as required for handling certain commodities. The extras are either bona fide men

who qualify for the guarantee or "sur la seine" — workmen who don't qualify for the guarantee because they didn't work sufficient hours during the previous year. Scratch gangs, as sometimes used on the West Coast are not used in Montreal. Some 1,200 men qualify for 1969 for the guarantee at the Port of Montreal. Local 375 of the ILA, in Montreal, has a total membership of 2,500 men.

### *The Committee on Manpower Problems in the Unloading of Grain Vessels in the Port of Montreal released in November its report on the adverse effects of technological change on workers.*

A national policy to prevent technological change in industry from inflicting undue hardship on employees is now being developed, a government-appointed committee observes. Guidelines of a general nature have begun to emerge from broad statements of government policy, as well as from formulas used in the settlement of disputes arising from the adverse effects of technological change upon workers.

The Committee on Manpower problems in the Unloading of Grain Vessels in the Port of Montreal, headed by Maxwell Cohen, Q.C., has released its unanimous report on the results of a two-year study of the effects on manpower resulting from technological changes that the National Harbours Board implemented in the Port of Montreal for the unloading of grain vessels. The report was presented to the then Minister of Manpower and Immigration, Hon. Jean Marchand, on March 6, 1968, but not released until November.

The inquiry commission was set up on July 29, 1966 by the Department of Manpower and Immigration, then known as the Department of Citizenship and Immigration, as the result of a dispute arising between the National Syndicate of Montreal Harbour Employees, CNTU, and the National Harbours Board. The union on July 18 submitted a grievance protesting the reduction, owing to the use of new unloading equipment, of crews unloading grain vessels, and the failure of the Board to carry out a union suggestion designed to permit employees affected by introduction of the change to adapt to the improvements. The commission was directed to study the use of the new techniques and the causes that may directly or indirectly affect the workers of the grain elevators, and to establish what measures could be taken to minimize any inconveniences that might affect the labour force through implementation of the changes made by the National Harbours Board.

The committee hopes that the Cohen report will become the basis for development of methods that may anticipate future disputes between the parties in the matter of technological change. It "would like to believe that the report will assist other industries facing similar problems."

The Cohen report notes that it is becoming national policy and practice to:

- mitigate the effects of technological change on the employability, income and status of the work force;
- provide facilities for training programs, and to assist the worker financially while he is acquiring new skills;
- prevent unemployment resulting from technological change, or provide allowances; and
- undertake labour-management studies on the effects of such change, which require the creation by government of research programs and facilities to aid the discussion.

Unions and management should have equal opportunity in raising questions concerning the consequences brought by technological change, and equal rights in solving them, the Cohen report concludes. "The combined effect of the developing national policy as expressed by government, and the cumulative experience with inquiries and reports arising out of technological change in recent years, now make it unreasonable for changes that lead to an abrupt reduction of the work force to be treated as if these were a matter solely of managerial discretion with no employee rights."

The report charges that the federal Government has not announced in any policy statements that it is willing to assume the financial burden attendant upon the need to cushion the adverse effects of technological change. The committee suggests that the Government, through appropriate agreements, should share the costs borne by industry.

More specifically, the report notes that "there is every reason to expect the National Harbours Board to make every effort to retain in their employment all persons who can be given productive work to do, and to make some provision for employees whose income is being reduced in consequence of these changes, even though they are given other employment." The committee concludes that an award should be made to the employees to compensate for the loss of seniority and pay resulting from the reduction of crews needed under the new grain unloading techniques. It points out that the employees concerned should sign a waiver of their possible claims under the collective agreement. "This will produce an award that does justice to the parties' interests

*Continued on page 235*



# Industrial Relations And the Public Interest

Broad new powers and new discretions for the Canada Labour Relations Board have been recommended by the Prime Minister's Task Force on Labour Relations. The task force, headed by Dean I. D. Woods of McGill University, would give the board, to be renamed the Canadian Industrial Relations Board, four basic areas of enforcement and administration, in:

- determination and redetermination of bargaining units;
- regulation of internal union affairs;
- unfair labour practices, including unlawful strikes and lockouts; and
- picketing and boycotting.

The task force report was released on March 26, just as the Labour Gazette was going to press. One of the highlights is a recommendation that members of the board should represent the public interest rather than labour or management interests. The major argument for a public member board is that it would be given quasi-judicial functions to administer rules designed to create substantive rights and duties as well as discretionary functions that should not be carried by a tribunal "that by its structure has a leaning to compromise." In addition, an order of the board would be enforceable as an order of a court.

In areas of discretion, the board would turn to a panel of assessors drawn from the industrial relations field, representing both sides, to give advice and opinions on such matters as certification generally.

A three-man commission independent of any government department should be set up to determine special procedures for resolving industrial disputes in the federal jurisdiction, "which, because of their record of industrial relations, are prone to disputes which are likely to jeopardize the public interest," the task force says. The commission would have a second function, to handle actual dis-

putes in any area under federal jurisdiction where the public interest is threatened.

The task force recommends that the commission, to be called the Public Interest Disputes Commission, would have the power to prescribe a procedure for settlement, to last not more than three years in the first instance, if the parties fail to agree upon a procedure, or if the commission deems the agreed procedure inadequate. The task force rejects the use of such procedures as seizure, trusteeship, partial operation, statutory strike or compulsory arbitration, except as a last resort where a protracted dispute becomes a political matter. The commission would be available at the request of the Government to advise on the dangers to the public of a particular work stoppage where normal or special procedures break down or are exhausted without effecting a settlement. In any dispute, the task force says, the Government should also have power to request a report recommending a further *ad hoc* procedure for terminating the dispute in the event of an actual work stoppage.

The task force has serious doubts about the value of the general application of the Freedman formula ("The Freedman Report," L.G. 1966, p. 4) to human adjustment to industrial conversion. "The arbitrator attempting to distinguish between minor and major [work] changes under the Freedman formula would be placed in a difficult position, since he would be attempting to dispense justice without standards to guide him. More serious, the uncertainties created for management would impose a barrier to efficient performance of their essential innovating role in the economic system." The task force recommends that employers should be obliged by law to give a minimum of six months notice to the federal Government and the unions concerned of technological and related changes likely to lead to significant labour displacements. It recommends that "the negotiating

parties have power by mutual agreement to opt out of the restraint on the strike and the lockout and the requirement to establish machinery for the settlement of disputes resulting from the permanent displacement of personnel occasioned by industrial conversion arising during the period when an agreement is in force."

The task force is concerned primarily with the public interest and the ways in which the "pathological side" of industrial conflicts can be contained in the interest of labour, management and the public. It endorses the "foundations and essence of the present Canadian industrial relations system and the role of collective bargaining and trade unionism within the system." In order to strengthen the system, the task force proposes several changes in its structure to safeguard union and management rights and responsibilities. It recommends, among other things, that:

- compulsory irrevocable checkoff of regular and reasonable union dues should be made available as a form of union security to a certified union as an "agency fee" for the collective negotiation of terms and conditions of employment for the workers involved;
- where a hiring hall operates in an industry as the effective avenue to employment in that industry, it should be operated by the Canada Manpower Service with the assistance and co-operation of the affected employers and union or unions through a joint labour-management advisory committee; and
- a system of accreditation of employer association along the lines of existing union certification procedures should be made available on a trial basis in trucking, longshoring and other federal industries to establish an employer alliance to offset the strength of a union or group of unions.

The task force would rename the Department of Labour the Canada Department of Industrial Relations and recommends that the Industrial Relations and Disputes Investigation Act should be constantly reviewed and periodically revised to ensure that it effectively serves the interests of labour and management and the public at large. The task force stresses the need for greater public reliance on preventive mediation, continuous bargaining, experimental clauses and other approaches designed to free relations between the parties.

A summary of *Canadian Industrial Relations*, the Report of the Task Force on Labour Relations, will appear in the LABOUR GAZETTE next month.



*Annual Brief  
To the Government*

# Canadian Labour Congress



*Photo by Murray MacGowan*

Labour Minister Bryce Mackasey confers with CLC President Donald MacDonald before the presentation of the CLC annual brief to the Government.



*Photo by Murray MacGowan*

CLC President Donald MacDonald presents the CLC's brief to the Government.



# Policies for Maintaining Full Employment

THE CANADIAN Government has been accused by the Canadian Labour Congress of pursuing policies designed to moderate prices rather than pursuing policies designed to achieve and maintain full employment. In its annual brief to the Government, presented February 17, the CLC said that some of the Government's policies including the cancellation of the winter works program (L.G., Jan., p. 38) can only serve "to aggravate the present situation."

The CLC said that unemployment and rising prices were two of the pressing issues facing Canada but also asked for action on "the elimination of poverty, regional economic growth and the economic development of Canada's northland." Regional development, the CLC continued, calls for a complete re-examination of government spending priorities. This, the brief said, would include the revenue side of the ledger, and "we again remind you of our support of the recommendations made in the Carter report" (L.G. 1967, p. 349).

Comprehensive economic planning is needed, the CLC told the Government. "Only if such a commitment is made and subsequently put imaginatively into action will it be possible to develop our economic potential to the full, to avoid the waste of men and resources, and to ensure that all Canadians, as well as all regions of Canada, share fully in the nation's future economic growth."

On the subject of housing, the CLC's brief agreed with some recommendations of the Task Force on Housing and Urban Development, but said that others were inappropriate in solving housing problems. "For many years," the brief said, "there will be a need for government-owned and operated public housing, for government subsidies and financing on a far larger scale than ever before if we are to pass out of the crisis stage."

The CLC lauded the idea of a Department of Housing and Urban Affairs, but said that the freeing of the interest rate for insured loans under the NHA would be contrary to the warnings of the Economic Council of Canada. The CLC welcomed an investigation into "allegations of price restraint and unfair labour practices by some building materials suppliers and some building trade unions," as long as the investigation covers "land

speculators, developers, contractors and subcontractors."

The most objectionable recommendation of the Task Force report, says the CLC, is that no new large public housing projects should be undertaken until the Government has finished a study into the economic, social and psychological issues of public housing. "We have no disagreement with the research project, but we cannot allow the poor to stagnate in slums and hovels until other viable alternatives can be discovered."

The CLC asked the Government to reassure the provinces "that medicare legislation is not only here to stay, but that it will be strengthened and expanded." As for other social legislation, the CLC expressed concern over the insufficiency of the Canada Pension Plan, and the "inadequate" benefits of the Old Age Security Act. The Unemployment Insurance Act, the brief said, needs a careful review as do family allowances. And the brief asked for a system of cash sickness benefits and maternity allowances.

Any introduction or expansion of means tests was opposed in the brief. Viewing the idea of selectivity rather than universality for social legislation, the CLC says, "We consider selectivity to be merely a euphemism for means or needs testing."

The CLC called for a review of the entire system of social security, possibly through a Royal Commission. This review would determine not only the system's adequacy, but also whether or not it is as effectively integrated as it might be.

"We are still waiting for an opportunity to review the report of the task force on industrial relations," the brief stated. "It is our view that the large sums spent on this project and the importance of the subject make it imperative that the report be made public."

The brief thanked the Minister of Labour and his Department for assisting in the successful conclusion of railway contract negotiations, and for refusing to be "stampeded into arbitrary actions during the various strikes which occurred during 1968." It also expressed approval of the Minister of Labour's ideas on the recommendations of the Freedman Commission Report (L.G., Feb. p. 72), and the Department's extension and improvement of the Transitional

Assistance Benefit Program. (L.G., March, p. 146).

The CLC supported the Government's actions and plans with reference to bilingualism. But the brief cautioned against over-zealous administration of the bill so that there would be no conflict with the seniority provisions of collective agreements.

In the field of human rights, the CLC said that expanded Government action is needed to give Canadian Indians and Eskimos greater educational and economic opportunities, improved living conditions and better health services. The brief lauded the actions of the Labour Department's Fair Employment Practices Branch, but asked for the appointment of a permanent Human Rights Commission and for the adoption of a federal Fair Accommodations Practices Act.

The public interest, the brief continued, should be carefully protected in the introduction of a communications satellite system, and the brief called for a reaffirmation and strengthening of the policy of regarding the airwaves as a public resource and broadcasting as a public utility. Care should be taken, the brief said, to prevent these advances from becoming only a source of revenue for private enterprise.

Benefits from offshore mineral exploitation should "be available to all the people of Canada generally, not restricted to the particular provinces that by accident of geography or otherwise have a coastline as part or all of their boundaries. Federal control over this important natural resource—together with satisfactory measures to distribute the benefits—should mean that all Canadians would derive an advantage."

The brief then went on to list a number of problems for the Government to consider. These include:

- the amendment of the Fair Wages and Hours of Labour Act to include fringe benefits and to recognize indirect wage payments as part of the standards;
- the situation confronting Canadian performers with regard to short engagements in the United States and their income tax position;
- the impact of income tax on workers employed away from their homes who need to purchase special tools or clothing;
- air and water pollution;
- the position of federal superannuates;





Photo by Murray MacGowan

CLC President Donald MacDonal, Deputy Minister of Labour J. D. Love, and CLC Executive Vice-President Joseph Morris.

- the problems of workers employed in the Territories;
- support for the shipbuilding and shipping industries; and
- concern over "repeated reports concerning the liquidation of Air Canada."

The CLC does not want special treatment in postal rates, but asked that the new rates be applied gradually. "We feel, further, that commercial interests should not continue to enjoy special rates while institutional publications are so hard hit."

The CLC voiced support for steps being taken toward recognition of the "Communist Government of China" and the move toward a closer relationship with the countries of Central and South America. The Congress reiterated its call for a stop to shipping arms to the United States for use in the Viet Nam war.

The brief urged the Government to increase foreign aid and, as soon as possible, increase Canada's support to an equivalent of one per cent of the gross national product. This would include expansion of facilities in Canada and abroad for the training of manpower, participation in international agencies to ease trade, fiscal and credit facilities, and an increase in allocations for the Soft Loan Assistance Program. The Congress

said also that "there is an urgent need for a forward-looking review of NATO, and we express the view that NORAD has outlived its usefulness."

## Government's Reply

Canada is on the verge of a breakthrough into comprehensive planning, said Prime Minister Pierre Elliot Trudeau in reply to the annual brief of the CLC. Changes in the constitution, he said, should clarify the situation and give governments a framework within which to work.

Mr. Trudeau thanked the CLC for their brief and their "non-dogmatic" view of society. He said that the CLC did not appear as a pressure group of special interests, but as a group representing five million or more Canadians.

In his reply to the CLC, Labour Minister Bryce Mackasey said that only the mechanical problem of translating the report of the Task Force on Labour Relations is keeping it from being made public. He said also that soon there would be legislation presented to Parliament on the basis of the findings of Mr. Justice Freedman. (L.G. 1966, p. 4).

Mr. Mackasey reiterated his and the

Government's support for free collective bargaining. There should be a minimum of governmental interference, but there will be occasions when the Government must interfere on an ad hoc basis, he said. But he stressed the importance of consultation with labour before any governmental action is taken.

Finance Minister Edgar Benson assured the CLC that prices will have less of an effect on the Gross National Product next year and promised a White Paper on Taxation for June.

Transport Minister Paul Hellyer said that the aim of the report of the Task Force on Housing and Urban Development, is to reduce the price of housing and give Canadians the maximum range of choice in housing. In explaining the recommendation to lower the NHA interest rate, Mr. Hellyer said that the rate tended to become a minimum when loans really could be made at lower rates. There should be a continuous flow of mortgage funds so that there will not be peaks and valleys in the house-building industry.

The report recommended only that no new large public housing projects be started, Mr. Hellyer said. This is because of the psychological impact of large public projects. But he assured the CLC that small projects could go ahead.

Within a decade, there will be no reason to have a slum house in Canada, Mr. Hellyer said. We should put more emphasis on co-operatives, give income supplements and buy existing housing on a dispersed basis, he said.

Replying to the charge by the CLC that the Government had not brought in substitute programs to replace the winter works program, Manpower and Immigration Minister Allan MacEachen said that winter works had become inefficient and wasteful. He said that the Government did increase its expenditures on occupational training, and this adds more to the productivity of Canada.

Health Minister John Munro pointed out that there are many difficulties in changing the provisions of the Canada Pension Plan, but that there is no question there could be some changes. Concerning a Royal Commission into Canada's social legislation, he said that a comprehensive internal review is being made now. From this and a Senate inquiry, he said, there should be enough information on the social security system.

Consumer Affairs Minister Ronald Basford hoped that the Consumer Council will be effective. His department will prosecute cases of price fixing as strongly as possible and he asked the CLC to give the department any information on price-fixing in building trades, but said that new machinery would be necessary to turn down new price increases.





Prime Minister Trudeau greets Charles Smith, CRLEA Chairman.

Photo by Murray MacGowan

## The Need for a Permanent Mediation Service

IN A PROPOSAL similar to one made by Hon. Bryce Mackasey, Minister of Labour, the Canadian Railway Labour Executives' Association, representing 120,000 workers, urged the Government to establish a permanent highly qualified mediation service. In their brief, presented to the Cabinet on February 17, the Association recommended that the mediators be supported by a small secretariat of experts in economics and related subjects to provide continuous analysis of industries under federal jurisdiction. The panel might take the form of a quasi-judicial board "independent of political policy or pressures."

The Association said that the introduction of a federal mediator in recent rail labour negotiations has led them to conclude that negotiation is a worth-while endeavour. The fact that bargaining was done in good faith was also an important factor. William Kelly, Director of the Con-

ciliation and Arbitration Branch, Canada Department of Labour, acted as mediator in this dispute (L.G., March, p. 144).

The Association proposed also that the Industrial Relations and Disputes Investigation Act be amended according to the recommendations made by Mr. Justice Samuel Freedman. The fact that the present Act enables management to introduce changes during the closed period of a collective agreement, and permits contracting out of operations, can make a mockery of collective bargaining, the brief said.

The brief strongly condemned the *ex parte* injunction. "It is issued by a country court judge on affidavit evidence of allegations of real or intended violence, and, as the name implies, without the other side being present. There is no opportunity for cross-examination of witnesses, nor to add to the injustice, are the allegations in

any way tested. The onus is on the defendant to move to set aside the order." The Association recommended that injunctions should not be granted unless the defendant is given an opportunity to testify and call witnesses in his own defence.

The brief pleaded for the right to picket, calling it a legitimate attempt by strikers to elicit solidarity for their cause, to persuade other workers not to take their jobs, and to discourage other people from dealing with their employer. "To be compelled by court order to reduce the picket line to a token few will nullify its effect and destroy the purpose of the whole strike," the Association said.

It urged re-examination of the Canada Labour (Standards) Code, and recommended that the Minister of Labour invite representation from interested groups to give consideration to obtaining broader application of the Act's intent.

And because of "an increasing number of derailments on the railroads," the brief recommended that an independent inquiry investigate railway safety. It urged also greater level-crossing protection, and recommended that the Railway Act be amended to require the railways to fence their properties with chain-link fencing, where necessary.

The Association expressed concern over Canada's national transportation policy and the direction it has taken since it was first introduced into the National Transportation Act. "It is our submission that the full potential of the national transportation policy cannot be realized

## Annual Brief to the Government Canadian Railway Labour Executives' Association





Photo by Murray MacGowan

Labour Minister Bryce Mackasey, listens intently to CRLEA presentation.

until all transport modes come under one authority, and therefore the St. Lawrence Seaway Authority Act and the National Harbours Board Act should be amended accordingly," the brief stated. "Specifically, we propose a dual or multi level toll structure; we would have one toll rate applying to foreign shipping that would be designed to reflect the real cost of Seaway facilities, and another rate or rates for ships registered in Canada and the United States, which would reflect as near as possible the contribution each country has made to the building and maintenance of the Seaway." The Association urged that the Government provide funds for research and development through the Canadian Transport Commission for development of high speed ground transportation in other than the Toronto-Montreal area.

Because the Government has already announced its intention to amend the Unemployment Insurance Act, the Asso-

ciation requested that the waiting period be eliminated, and that union workers who refused to cross picket lines should not be disqualified. They asked that the Association be given the opportunity to make representation before the introduction of changes.

The Association said that it examined the White Paper on *Policies for Price Stability* and agree with it generally. It endorsed the Economic Council view against a formal incomes policy and supported the Council's conclusions that much more basic economic research is needed into problems concerning prices, costs, incomes and productivity.

It expressed dismay at the "piecemeal and traditional approach, which the Government has taken, in implementing a mere fraction of the report on the Royal Commission on Taxation, chaired by Kenneth Carter (L.G. 1967, p. 349). The Association firmly rejects both the nature and application of the Social Development Tax, stating that the tax runs counter to the underlying principle of the Carter Commission—that of equity—in placing a proportionately high burden on the low-income groups. It averred that the introduction of such a tax at a time when the Canadian labour force is expanding at such a rapid rate would likely result in a rise in the rate of unemployment to an unprecedented level.

"Failing the *complete* adoption of the Carter Commission's proposals," the brief concluded, "we emphasize our concern that the Government considers in the promised general reform of income tax laws, the implementation of a Capital Gains Tax. We fully endorse the Commission's proposals that all income, whether from work, personal business or from property, be taxed as income. The introduction of such a tax would exclude an obvious inequity in our tax structure. If equity is to be an overriding principle of any fiscal policy, as we believe it should be, then the introduction of a Capital Gains Tax should be a priority."

## Government's Reply

In the cabinet's reply to the CLREA brief, Labour Minister Bryce Mackasey pointed out that in the interim between the preparation of the CRLEA brief and its submission, he had proposed changes in the mediation service. He urged the Association to let him know if they thought there was any deviation between his proposals and their recommendations. Mr. Mackasey said also that the Government "would not hesitate to use compulsory arbitration if the vital interest of the economy is affected."

The Government promised a complete review of the concept of the Unemployment Insurance Act in the not-too-distant

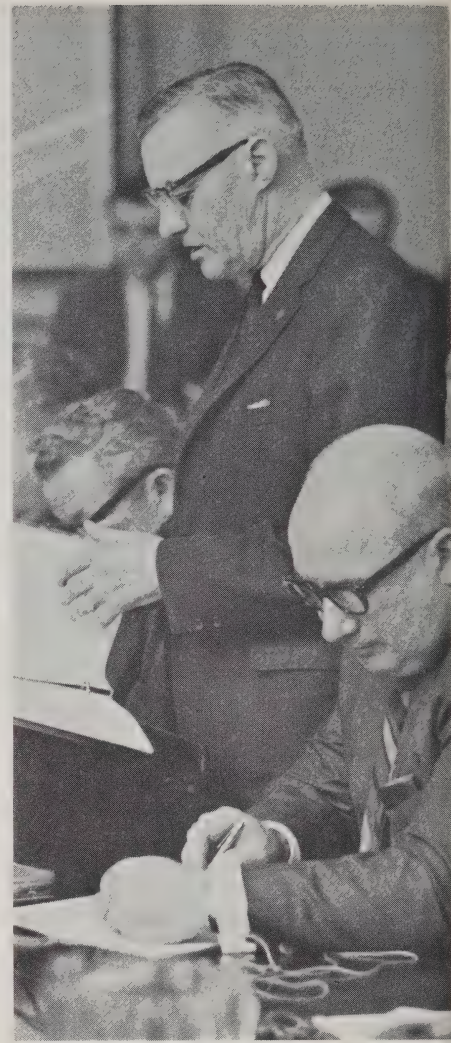


Photo by Murray MacGowan

CRLEA Chairman Charles Smith delivers brief to the Cabinet.

future. Concerning level crossing protection, the Government said that substantial progress had been made in the past year, and that it was proposing new limits and new policies and recommending a broader application of the Railway Act. Transport Minister Paul Hellyer said that the Canadian Transportation Commission was currently making an inquiry into safety, and the Government would study the report and make appropriate changes.

The National Transportation Act, the Government said, was virtually impossible to enlarge because of our relationship with the United States. There is a prohibition on differentiation of rates between Canada and the U.S. To see that Canada is not disadvantaged in the state of competition was of most relevant concern, Mr. Mackasey pointed out. Some standard yardstick was needed, he said, to determine the degree of subsidization and "to see that we know if someone is given considerable advantage over someone else."



# Inflation, Wage Behavior And Labour Mobility

Can inflation be controlled through actions directed at wage behaviour? Some form of "guidelines" appears to be the logical remedy for cost-push inflation, a Department of Labour economist told a seminar held in January at Carleton University in Ottawa. And in his paper, Allan A. Porter, Chief of the Wages Research Division, Economics and Research Branch of the department, considered some of the economic implications of such proposals, and discussed how the Canadian wage system might be influenced by the successful application of some form of guidelines.

Mr. Porter found that prices have risen most in those areas where wages have also. Wage rates in the food and beverages industries increased 39.9 per cent between 1961 and 1967, compared with food price increases of 18.1 per cent. Wage rates in the knitting and clothing industries increased 24.4 per cent, compared with 17.6 per cent in clothing prices — both somewhat less than in food and beverages. At the same time, footwear prices increased much more than average, 21.0 per cent, but so did wages, at 39.2 per cent, compared with 31.7 per cent for all manufacturing. The relevant point, Mr. Porter emphasized, is that relative wages and prices of goods have moved pretty much as one would expect if wage-push is a factor.

What is the picture when we turn to services? he asked. The price index for combined services was 127.0, compared with an index of only 112.4 for commodities. The index of wage rates for services was 133.9, which is not much greater than the index of 131.7 for all manufacturing. It appears, therefore, that wages in services have been increased only slightly more than in manufacturing, but the cost of services to the consumer has been going up more than twice as fast as for manufactured commodities.

What does this do to the wage-push variant of the cost-push doctrine? Does it confirm it or refute it? Mr. Porter didn't know the answer to these questions, but was sure no one else knew either, for that matter. He did, however, have some comments to make.

- Labour costs must be increasing much more in the service industries, because productivity is apparently increasing less than in manufacturing; thus any cost-push from the wage slide must be a generalized one throughout the economy.

- In spite of the relative decline of manufacturing employment and the increase in service employment, suggesting a relative increase in demand for labour in services, labour has not pressed for percentage wage increases in the service

industries much in excess of those obtained in manufacturing, the reason being, it seems, that labour has not had the same bargaining power in services. One of the elements of cost-push — a strong monopoly position on the labour side — has not been as much in evidence as the doctrine would cause one to expect if the greater price increases in this area are to be explained in terms of union "pushfulness."

- In spite of the fact that the service industries pay, on average, much lower wages than in manufacturing, the workers in services are not getting higher wage increases to catch up. The question then arises: Have service and trade wages increased at a rate similar to that in manufacturing because of certain general conditions of labour demand and supply throughout the economy, or because wages in services, retail and wholesale

*Continued on page 242*



NFB photo

Consumer services . . . cost going up twice as fast.



## HOUSING

# Allegations of Unfair Labour Practices

The Federal Government's Task Force on Housing and Urban Development says that "appropriate officers of the Crown should investigate evidence and allegations of price restraint and unfair labour practices by some building materials suppliers and some building trade unions."

The report of the task force, published January 22, said that the inquiry had neither the time nor resources to investigate such allegations. But the task force "derived a definite impression" that the forces of competition within some parts of the construction industry are not as free or as enterprising "as one might expect within a free enterprise economy."

The report said that "allegations were made that some suppliers of essential building materials refused to make deliveries to certain builders unless unwarranted — and costly — preconditions were met. Charges were also made that some building trade unions set practices and requirements contrary to the general public interest."

In replying to this recommendation of the task force, David Archer, President of the Ontario Federation of Labour, said that "we should not allow Mr. Hellyer to get away with a gratuitous insult that calls for an investigation into restrictive union practices." Mr. Archer commented that since Mr. Hellyer had been a builder in Toronto, "he should know that few if any homes are built with union labour. In fact, at one time, workers in residential construction, mostly recent immigrants, were so badly exploited that the Ontario Government named a Royal Commission to investigate. Obviously Mr. Hellyer hasn't read the Goldenberg report or he would be suggesting investigating the contractors and the speculators, not the exploited workmen."

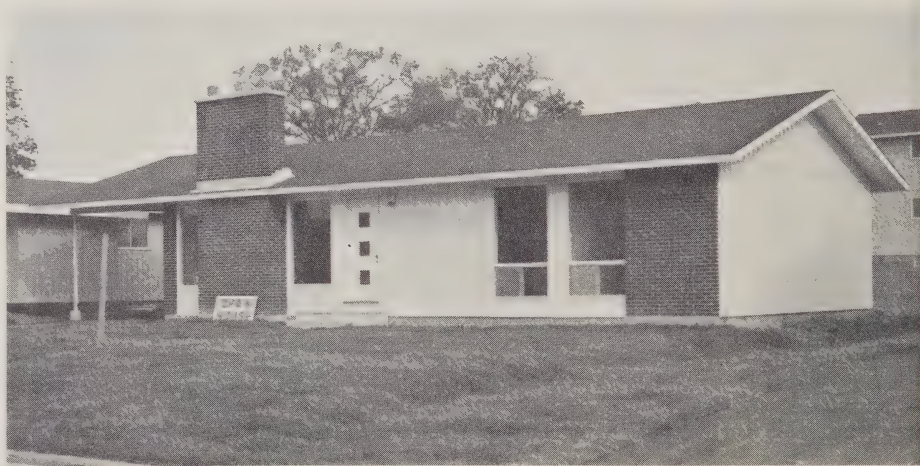
One of the biggest problems facing the construction industry, says the report of the task force, is that management and labour have "never been able to maintain" the skills and background necessary "to build houses in scale and efficiency." This is because they were dependent on others to ensure an adequate and stable supply of funds, land and other ingredients. Builders have watched the mort-

gage market "roller-coaster from feast to famine, while an ever-growing bureaucracy heaped requirement upon regulation for the development of land and the construction upon it." The task force hopes that the industry can be stabilized by a continuous flow of mortgage funds and the universal adoption of the National Building Code.

The housing problems of Indians and Eskimos, the task force found, are more serious than for others. The report supports present government programs in the area but asks that additional funds be made available to reduce the backlog of 6,000 housing units required.

The report made special reference to the plight of the Métis, who are barred by present legislation from participating in the special Indian-Eskimo housing programs. "These people require special assistance and should receive it." But the task force found some hope from pilot projects underway in Manitoba and Saskatchewan. The task force limited itself to recommending that: "Special housing programs and pilot projects for Canada's Indian, Eskimo and Métis peoples be carefully evaluated after a fair trial period and, if found successful, be vigorously pursued to meet the special needs of these groups."

## Labour as Part of Housing Costs

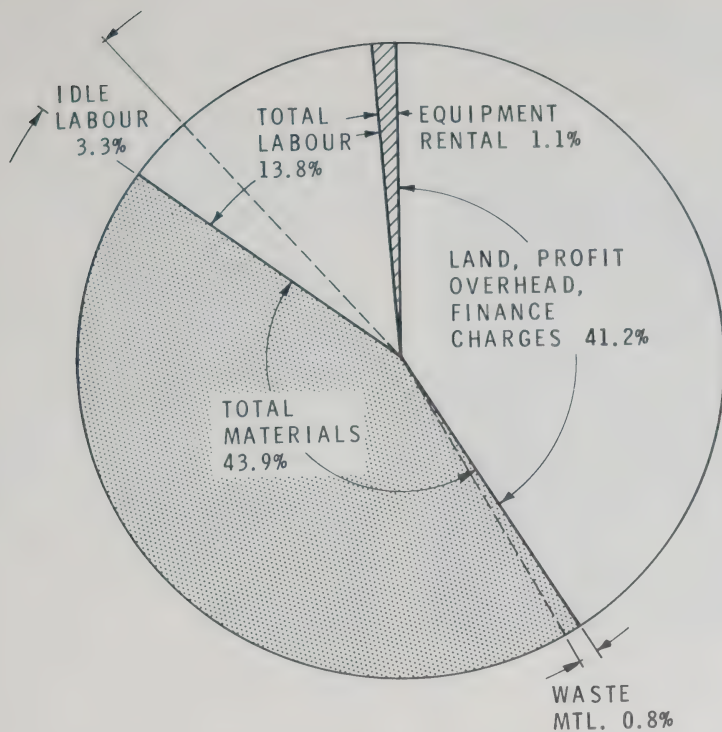


Completed house on which the cost study is based.

The subject of housing and the task force brings up the problem of housing costs and the part that labour plays in the cost of a house. The Division of Building Research of the National Research Council of Canada undertook a cost study of housing as part of the experimental house program of the National House-Builders Association, and the results were published in the *Canadian Builder*, November 1967.

The study found that labour costs amounted to 13.8 per cent of the total cost of a three-bedroom bungalow. Total materials amounted to 43.9 per cent; equipment rental came to 1.1 per cent and land, profit, overhead and finance charges totalled 41.2 per cent of the total cost. The selling price of the house was \$18,000, and the total measured on-site construction costs were \$10,586. Of the on-site costs, 74.6 per cent was for materials, and





Breakdown of costs that comprise the selling price (\$18,000) of a typical three-bedroom, wood-frame bungalow with a floor area of 1150 sq. ft.

the on-site labour costs amounted to 23.5 per cent of this part of the cost.

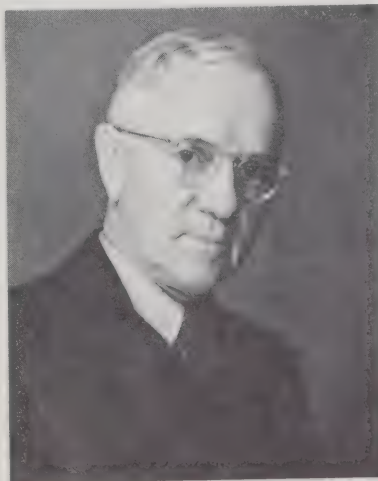
In the study, only on-site labour was recorded. Management, who contributed no physical labour toward the construction, was not included in the labour costs. In the simplified calculations, labour was assumed to cost \$3.50 an hour, this amount being the average wage of eight trades at the time of construction, plus an allowance to cover contributions to holiday pay, workmen's compensation, unemployment insurance and other benefits. The quantity of materials installed and the amount of waste or scrap was also determined.

The first house studied required a total of 714 man-hours, not including the man-hours required to operate rental equipment. At one time, it was assumed that labour accounted for 40 to 50 per cent of the total cost of construction, but NRC says that the low labour content shown in this study indicates that modern building materials such as prehung windows, sheet materials, roof trusses, cabinets, aluminum siding and soffits have a large built-in factory labour content and this has considerably reduced on-site construction time over the years.

Idle time accounted for about 23 per cent of total on-site man-hours. This included coffee breaks, rests, time spent waiting for or receiving instructions, and

delays caused by other trades or adverse weather conditions.

The measured on-site cost represented about 59 per cent of the selling price. When related to the selling price, the component costs of labour, materials and equipment rental are approximately 14, 44 and 1 per cent. The report in the *Canadian Builder* says that although this study represented one house built by one builder, "it should be indicative of a typical cost breakdown of the various operations in an average three-bedroom, wood-frame bungalow."



Ronald H. Hooper

## Railway labour leader

J. A. Huneault, a Canadian Vice-President of the Brotherhood of Maintenance of Way Employees, died December 4, 1968. Mr. Huneault had been a vice-president for 13 years and was the Brotherhood's National Legislative Representative in Ottawa.

Mr. Huneault worked on behalf of all Canadian rail labour as Chairman of the National Legislative Committee of the Canadian Railway Labour Executives' Association. As such, he presented the annual brief of the association to the Prime Minister and cabinet.

He also represented the BMW at the Canadian Railway Office of Arbitration of which he was chairman at one time. In 1929, Mr. Huneault began his railway career with the Canadian Pacific Railway as a section labourer. He joined BMW Lodge 223 in 1937, later becoming local chairman and president.

In 1949, Mr. Huneault was elected acting assistant general chairman on the Canadian Pacific System Federation, becoming General Chairman in 1953. He represented Canada in 1959 as the Technical Adviser to the Workers' Delegate of the International Labour Organization at Geneva.

## Former Labour Gazette Editor

Ronald H. Hooper, Editor of the *LABOUR GAZETTE* from 1917 to 1923, died in Richmond, B.C., on January 26.

In his career with the Department of Labour, Mr. Hooper worked as an Industrial Relations Officer in the Winnipeg regional office. He attended International Labour Organization conferences as a government delegate in 1947, 1948, 1950, 1952 and 1955. His last ILO conference was a petroleum meeting in Venezuela from April 25 to May 7, 1955, when he and the (now) Assistant Deputy Minister of Labour, Bernard Wilson, were the two government delegates. He retired in 1955 shortly after the Venezuela conference. When the *LABOUR GAZETTE* was preparing its centennial issue, Mr. Hooper was asked to write a story about his early years as editor (*L.G.* 1967, p. 441).

At the time of his death, he was writing a history of the Department and had just completed his first draft. With typical wry good humour, he commented to his family that though he might not be around long enough to finish the assignment, he thought the Department might consider his excuse a valid one. He was 84.

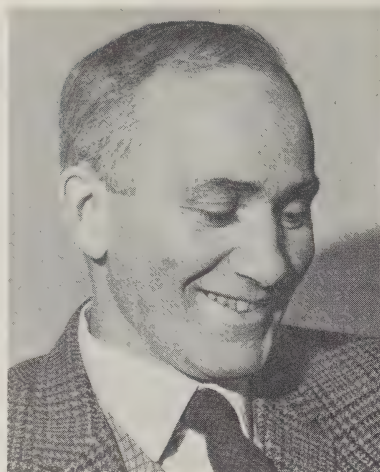


## Department appoints new Chief Librarian

James Whitridge, 44, has been appointed Chief Librarian of the Canada Department of Labour. Mr. Whitridge obtained his B.A. degree from the University of Saskatchewan. After further studies at McGill University, he became a Bachelor in Library Science in 1949. At that time, he joined the Department of Transport, subsequently serving in the Departments of National Health and Welfare, National Defence, and Defence Production and Industry, where he was appointed Chief Librarian in February 1968.

During 1966, he co-operated closely in the preparation of a paper on the development of a standard procedure on purchasing for Government libraries. "This was quite an interesting project," Mr. Whitridge said. "It really turned into a comment on general management practices in Government libraries."

The new Chief Librarian finds his job a "tremendous challenge," and he looks forward to making the library a real service that will meet new and increasing demands for labour material and information. "Everything in the field of communications has been stepped up," he said. "Our job should be keeping pace with the demands of an accelerating society."



James Whitridge

## Joint labour-management research urged by Mahoney

More discussions between labour and management, not more laws, are needed in Canada, says William Mahoney, Canadian Director of the United Steelworkers of America. Speaking to the Automotive Transport Association of Ontario in Toronto, Mr. Mahoney suggested that labour and management meet and set up "our own agencies for collecting the facts and data we need for common-sense bargaining." He suggested also that the two groups set up their own rules for union certification and their own machinery for mediation.

This co-operation, he said, would lead to a more sophisticated form of bargaining where bargaining could take place on the basis of mutually acceptable facts. The trend toward fewer, but larger, unions through mergers is also leading to this end, Mr. Mahoney said. "These mergers permit unionists to spend their dues dollars more effectively and to provide the kind of specialist service that allows for more sophisticated bargaining. More and more, we are fencing across bargaining tables with statistics, public relations and expertise instead of mutual invective and competitive threats."

These mergers, Mr. Mahoney said, have the by-product of developing "a much higher degree of Canadian autonomy. All-Canadian unions are growing big enough to have effective bargaining powers as well as patriotic loyalties and, at the same time, the Canadian sections of international unions are becoming more effectively autonomous."

## UIC expects to recover \$3 million under new policy

Under the Unemployment Insurance Commission's new crackdown program against fraud and abuse, the UIC expects to recover \$3 million in overpayments made to claimants who made erroneous claims. The objective of the program is to save the taxpayers money. During the fiscal year ended last month, the cost to recover the \$3 million reached some \$2.5 million, whereas previously, it cost UIC \$1 to recover each \$1 of overpayment. The eventual target ratio is to achieve a return of \$2.50 for each \$1 entailed in recovery expenses.

There are two factors involved in the cutting of the losses: the new methods, and the strong public reaction. During December 1968, the Commission investigated 27,600 claims, some 100 per cent more than the 12,400 a year previously. The amount of overpayments detected in December was \$269,200, or 97 per cent more than the \$136,700 in the previous December. The number of persons disqualified during the same month was 5,709, or 119 per cent more than the 2,603 disqualified during December 1967. The investigation staff in December was increased by 25 per cent to 184 investigators. The total staff of the Commission's 5,000 employees has not been raised. In a number of cases, claimants have returned benefit they had received, realizing that an element of untruth or half-truth was involved in their claims.

## Hourly base rate average goes up by 6.9 per cent

The average hourly base rate of workers employed under the terms of major collective agreements rose by 15.4 cents or 6.9 per cent over the 12-month period ending September 30, 1968, reports the Economics and Research Branch of the Canada Department of Labour. This compares with an increase of 15.7 cents or 7.2 per cent in the previous 12-month period ending September 30, 1967.

The branch analysed 554 major union contracts in force as of September 30, 1968, covering bargaining units of 500 or more workers in Canadian industries other than construction. More than one million workers were involved. The rise reflects deferred increases provided under contracts negotiated in the second quarter of 1968 and earlier periods, and initial increases obtained under 110 of the contracts settled in the third quarter of 1968.

## Ontario college begins labour relations course

The Niagara College of Applied Arts and Technology in Welland, Ontario, has started what may be Canada's first college-affiliated program of labour education and union training, the first of its kind in Ontario's 23 community colleges.

The program not only includes subjects dealing with collective bargaining, union administration, and grievance and arbitration procedures, but also courses on the role of the union in the community, human rights and civil liberties, community development projects, labour economics, and the history of the labour movement.

John Whitehouse, Director of Special Services at the college, is in charge of the program. He was formerly Director of Education and Publicity for the Textile Workers' Union of America.



## New 1961 base for price indexes

The Canadian Consumer Price Indexes have a new base. Since January, the indexes have been calculated and published on a time reference base of 1961 equals 100, instead of the present 1949 base.

For the convenience of users requiring the Consumer Price Index for Canada on the 1949 base, the all-items index only will be published monthly on both the 1961 and the 1949 base for an interim period. Although other consumer price indexes and components will in future be published on a 1961 base only, they will be made available on the 1949 base on request. Price movements remain unchanged with the new base and no changes in weighting patterns of items in the indexes are being introduced at this time.

The new base will bring the indexes into conformity with other important indexes already published on the 1961 base. The Dominion Bureau of Statistics is recommending that users employ the new indexes in future contractual arrangements and other uses. Users requiring the 1949-base indexes should advise the Prices Division, Dominion Bureau of Statistics, Ottawa, on the length of time for which the old base will be needed.

## Arthur Goldberg — the "super negotiator"

*Newsweek*, referring to "super-negotiators" in the December 2 issue offers the following anecdote about Arthur Goldberg, formerly U.S. ambassador to the U.N. and former U.S. Secretary of Labor.

Arthur Goldberg, explains Vincent McDonnell of the New York State Board of Mediation, has six main master-mediating qualities; he's (1) very likable; (2) very knowledgeable (3) catches on very quickly; (4) penetrates the discussion to understand the real issues; (5) is resourceful—offers novel suggestions and proposals; and (6) persuasive. "Outside of that, he doesn't have anything."

## Management development course planned for May

The development of managerial competence will be the concern of the second annual management development program sponsored by Sir George Williams University, May 25 to 31.

The course is to be held "in a secluded

mountain hotel" in the Laurentians near Montreal, says Dr. H. C. Jain, Director of the Management Development Program. The course includes behavioural sciences for managers, putting creativity to work and result-centred management.

The cost is \$350 including all meals, room, tuition, course materials, taxes and gratuities. More information is available from Dr. Jain, Room N-563, Sir George Williams University, Montreal 107, Que.

## Useless welfare groups criticized by CLC officer

A voluntary welfare organization whose usefulness has ended should not continue to attract funds that could be more usefully employed elsewhere, says Joseph Morris, Executive Vice-President of the Canadian Labour Congress. Speaking to representatives of community funds and councils of Canada in London, Ont., on January 23, Mr. Morris said that these organizations sometimes reform themselves but seldom commit organizational suicide.

"If an agency cannot do the job properly because of lack of resources or because the job is too big for any private agency, it ought to step aside and let it be done through the collective resources of the community itself," Mr. Morris added. Agencies that only help people adjust to a sick society by giving temporary relief, he said, are providing the lubricants to keep the capitalistic machine going but they should be pushing and prodding government into new welfare measures. Mr. Morris concluded that although their survival may be pleasing to the agencies themselves, it is no great compliment to the society that allows them to survive.

But Mr. Morris said, "I am persuaded that there is still plenty of room for voluntary welfare if by this is meant the continued existence of private and voluntary welfare agencies." The kind of agencies that will survive, he said, are those that serve a supplementary rather than a competitive role to public welfare programs and those that come into being in response to a new need or meet a need on a relatively small scale.

Mr. Morris said that he supports voluntarism generally. "The voluntary organization is a vindication of the right of association, of the right of free expression, of the right of private decision making. More than that, voluntarism provides an opportunity for people to make a contribution to their society and take on roles or leadership whether on a small or large scale." The opportunity to make a voluntary personal contribution, he said, is the hallmark of a free society.

## Canadian union wins 10-day Christmas leave

Three extra holidays at Christmas make a special 10-day Christmas leave for employees of Fleet Manufacturing Ltd. of Fort Erie. Believed to be the first 10-day Christmas leave with pay in Canada, the holiday is in addition to the workers' regular yearly vacation, and is part of a new 33-month agreement covering 550 employees, members of Local 171 of the International Association of Machinists and Aerospace Workers.

The new contract, which expires on September 30, 1971, calls for wage increases of between 50 and 75 cents an hour, bringing rates to a range of \$3.39 to \$4.45 an hour. Ratification of the contract ended a three-week strike.

## Woman appointed director in N.S. labour department

Mrs. Jean Dobson has been appointed Director of Economics and Research in the Nova Scotia Department of Labour. The new Director, who joined the Department some five years ago, has served as an economist, administrative secretary and administrative assistant. A native of California, Mrs. Dobson received her education from universities in Missouri and Nevada.

The division, which was created in 1965, is responsible for the development of information, specialized studies and forecasts to be used in the formation of legislation, new programs and administrative policies. Mrs. Dobson is the second director and the first woman to be appointed to the post.

## ILO seeking labour advisor for office in Thailand

A new vacancy in the International Labour Office's technical co-operation program has occurred in the Bangkok, Thailand, Social Institutions Development office. The ILO is now seeking a labour advisor who will assist the regional coordinator in Bangkok to draft a long-term plan of action for the improvement and reinforcement of Ministries of Labour, along the lines set forth by the ILO International and Regional Conferences. Other duties require that he advise the governments of the region in order to help them to determine their needs in matters of labour policy and administration, and the national and international resources available. The appointment is to last one year. The Canada Branch, ILO, Ottawa, has further details.



## The world of work and changes since 1919 — a survey by the ILO in its 50th anniversary year

The general economic expansion in the industrialized countries in the past 20 years has been reflected in a broad but uneven upward movement in wages. In the developing countries, real wages—where they have not actually fallen—have risen to a lesser degree than those in the industrialized countries. A world survey of wages, employment and other information is found in the *Yearbook of Labour Statistics 1968* (ILO, Queen's Printer, \$10.00 paper, \$12.00 cloth), which is based on information supplied to the International Labour Office by national statistical services, or drawn from official publications. In celebration of the ILO's 50th anniversary, the Office took the opportunity not only to review the progress of the ILO itself, but also to consider the march of events throughout the labour field.

The world's population has almost doubled in the past 50 years. Asia alone, with 55 per cent of the people in the world today, accounts for more than half this increase. The average annual growth of population is rising in all parts of the world. The rate rose from 1.2 per cent for the period between 1920 and 1940 to 1.8 per cent for the years between 1950 and 1966. The economically active population of each country is related to the national age structure and chiefly to the number of persons of working age. It represents hardly more than two thirds of the latter, with noticeable variations from one region to another, depending on such factors as the ages of school-leaving and retirement, the type of economy, and the degree to which women form part of the labour force. The number of working persons in the world in 1960 was 1.3 billion, or 43 per cent of the total population. More than half the economically active population of the world is still engaged in agriculture. The importance of this sector in terms of numbers employed has, however, decreased considerably in the industrialized countries. In Britain, for example, only 4 per cent of the working population is engaged in agriculture.

The number of employed persons grew slowly in the period between the end of World War I and the beginning of the Great Depression of 1929. A slump in employment figures followed the 1929 crisis. In manufacturing industries, the fall in employment was of the order of 35 per cent in the United States, 38 per cent in Poland and 40 per cent in Germany. Agriculture and services, on the other hand, showed greater stability. By

1937, employment had recovered or overtaken its 1929 levels in most countries, and had even doubled in the U.S.S.R. In France, however, employment was still 20 per cent below the 1929 level.

By 1948, employment in manufacturing industries had considerably overtaken the 1937 level by nearly 50 per cent in the United States and 75 per cent in Canada, but less in Europe. The general economic expansion of the industrialized countries since the end of World War II has been reflected in a continuing and often considerable growth in the level of employment.

Industrial workers were obliged to keep long hours before World War I. Studies made in France, Italy and The Netherlands showed that a typical working day was 10 hours or more at that time. In New Zealand, on the other hand, the working week was limited to 48 hours from 1908 onwards. The 48-hour, six-day workweek was set as a desirable aim in the International Labour Convention on hours of work in industry adopted by the first International Labour Conference at Washington in 1919.

Heavy inflation occurred in most countries as a result of World War I, reaching enormous proportions at times. The figures became astronomical in 1923-24, with prices 10,000 times higher in Austria, nearly 3 million times in Poland and 1 billion times in Germany, than those of 1914. Consumer prices became more or less stabilized in the industrialized countries toward 1929 at levels perceptibly different from those of 1914. The 1929 crisis resulted in a drop in consumer prices, sometimes of large proportions of 15 to 20 per cent. Since 1948, a moderately rising trend has set in, compared with the movements of the previous 40 years except in certain countries, mainly in South America, which have experienced considerable inflation.

Between 1914 and 1924, nominal wages increased in all countries, despite World War I, often at a rate greater than that of retail prices. Almost without exception, nominal wages rose again between 1924 and 1929 in countries for which data are available. The Great Depression resulted in a general decrease in the region of 20 per cent — 30 per cent in Germany and the United States. The fall was, however, matched by a lowering in retail prices. The effects of the Depression lasted in many countries until the eve of World War II.

## Quebec alters functions of its labour department

Quebec has passed legislation changing the name of its labour department and giving new powers to the department's Minister. In the new Department of Labour and Manpower, the Minister continues to be in charge of laws governing labour relations, conditions of employment, trade unions, manpower and safety unless any of these powers have been entrusted to other ministers.

Some of the new functions of the Minister include:

- the promotion of harmonious labour relations;

- the carrying out of research in the field of labour market conditions, employment opportunities, conditions of employment and the effects of technological progress on the labour market;

- the compilation and publication of information about wages and other employment conditions, other labour matters and the activities of the Department and bodies under its jurisdiction.

The legislation also allows the Minister to enter into agreements with the federal Government or other governments to facilitate the carrying out of the legislation, subject to authorization by the Lieutenant-Governor in Council.

## SIU national executive returned by large margin

The Seafarers' International Union of Canada held its second election for the national executive since its release from the trusteeship of the Board of Trustees of the Maritime Transportation Union in 1963. The former executive was returned to office by a large margin. Leonard "Red" McLaughlin was re-elected President of the union by a 3-to-2 majority. Roman Gralewicz of Montreal was returned as Executive Vice-President. John Royce of Fort William retains his post as Secretary-Treasurer.

The three top executive members beat the candidates put forward by the so-called "opposition" slate. This group was headed by Rod Heinekey of Vancouver, who was campaigning for the presidency. Norman David of Vancouver and Angus Cameron of Halifax ran on the Heinekey slate for the other two top positions. None of the "opposition" nominees running on the Heinekey slate was elected to any of the 18 positions on the executive. The terms of the new incumbents run for three years until December 31, 1971.



## U.S. business finds jobs for 125,000 unemployed

A U.S. businessmen's organization has placed 125,000 "hard core unemployed" in jobs during the last few months, and their dropout rate is lower than that for the average worker. In March 1968, former President Johnson recruited top U.S. businessmen to find jobs for the unemployed. Henry Ford II, Chairman of the Ford Motor Co., headed the organization, the National Alliance of Businessmen.

The unemployed were placed in 12,500 private firms in the nation's 50 largest cities, and 85,000 are still on the job. This is a retention rate of 68 per cent—the average being 50 to 60 per cent. Some of those placed were on parole, some were women from correctional institutions, most were in their 20s, and most were black. About two thirds of the placements have been made at the expense of the employers, and Government funds were used to train the remainder. Cost of on-the-job training averaged \$2,850. Leo Beebe, on leave from his position as a Ford vice-president and serving as NAB's Executive Vice-President, estimated that a person taken off the welfare rolls and placed in a job would repay the cost of his training in less than 20 months.

The goal for the next fiscal year is to place an additional 200,000 persons in jobs. By June 30, 1971, the organization hopes to find employment for 500,000 hard core unemployed. President Nixon has agreed to continue the program.

If the budget brought down by former President Johnson is approved by Con-

gress, the federal Government's investment will be doubled. But the question remains whether President Nixon will use appropriated funds to pay employers for training costs, or recommend that the employees reimburse themselves through the use of tax credits.

In the past, a majority of employers who have made job pledges to NAB, have not collected government subsidies. Alliance officials say that many employers do not like the rigid guidelines of a government contract, do not want people looking over their shoulders, and do not like filling out government forms. But more are turning to reimbursable contracts as they find training costs too high.

The program does face dangers beyond its control. Its success relies on the continued prosperity of the nation and the demand for more manpower, NAB says. But some industries will be sharing the idleness as well as the work. They propose to use short workweeks and temporary closings instead of laying off the last hired and the least experienced.

To look for work, many of the hard core jobless had to endure the pain of rejection by an employer or rejection after a few days on the job or being laid off first. The National Manpower Policy Task Force, a private non-profit organization of manpower experts, says that very little has been done until recently in showing more tolerance and showing these people that they do have something to contribute.

## Employers stress experience over education, study shows

University graduates with no work experience are finding it increasingly difficult to obtain choice positions, reports the Technical Service Council, a non-profit Toronto placement service run by industry. Graduates in arts are particularly hard hit because of the increased size of graduating classes. "One of the nation's largest employers is hiring community college graduates for jobs formerly reserved for university graduates in arts," the TSC reported.

The job market is so selective that some employers are recruiting overseas for men with specialized experience, and numerous jobs at the \$15,000 level are "going begging" because of the demand for directly applicable experience. Competition is keenest for executive positions but personnel managers, production managers with engineering degrees, and controllers are also in demand.

The TSC's annual survey of jobs listed by 1,300 employers showed that jobs in Western Canada increased the most—by 21 per cent. Openings in Ontario showed a marginal decline, whereas those in Quebec and the Maritimes increased by 9 per cent. Ontario jobs were most in demand so that the number of Ontario vacancies actually declined slightly compared with a year ago. Some 950 professional openings are listed with TSC's offices in Toronto, Montreal and Calgary. Employees in every province and territory, except Prince Edward Island, have professional positions open. There are 498 of these positions open in Ontario, 284 in Quebec and the Maritimes, and 168 in Western Canada.

Sales engineers, computer programmers and system analysts are the groups in shortest supply. The demand is strong also for experienced heating and ventilating design engineers, mechanical engineers with specialized backgrounds, graduate industrial engineers and structural designers.

## Queen's seminar on industrial relations

Queen's University, Kingston, Ont., is holding its annual industrial relations seminar May 5 to 9. The emphasis of this seminar will be on labour relations and collective bargaining—the impact of a rapidly changing environment on this function, emerging trends and new approaches.

The fee is \$350 including course registration, meals, lodging, books, supplies and reference materials.

## Dominion Coal Board reports 1967 operating costs

The average operating cost for the Canadian coal-mining industry as a whole in 1967 was \$7.39 per marketable ton produced, an increase of 10 cents a ton over 1966. The largest cost increases were in labour, 14 cents; welfare fund, 5 cents; and miscellaneous expenses, 4 cents. These were partially offset by decreases in costs for vacation pay, 7 cents, and depreciation, 4 cents, the Dominion Coal Board has reported.

With the exception of Saskatchewan, which showed a decrease of 26 cents a ton, all regions experienced a rise in their average production costs. Over the year, average costs increased in Nova Scotia by \$1.00 a ton, by 20 cents in the Alberta Mountain-British Columbia region, by 21 cents in New Brunswick, by 25 cents in Alberta Domestic Underground Mines, and by 1 cent in Alberta Domestic Stripping.

After showing an average loss of 14 cents a ton for 1965 and 1966, all reporting

mines in 1967 showed a profit of 17 cents a ton, an increase of 31 cents. This, coupled with a profit of 4 cents a ton on other company operations, brought the total profit to 21 cents a ton. This was an increase of 9 cents over 1966.

The largest profit increase was one of \$1.10 a ton in Nova Scotia, followed by a 49-cent increase in New Brunswick. Somewhat smaller increases were recorded in Alberta Mountain-British Columbia, Alberta Domestic Underground and Saskatchewan respectively. A decrease in revenue of one cent a ton was reported for Alberta Domestic Stripping.

The number of tons produced for the calendar year 1967 was 11,395,754. This was an average of 5.41 tons produced each man-day. Man-day tonnages produced ranged from 50.13 tons in Saskatchewan to 39.17 in Alberta Domestic Stripping, 6.49 in Alberta Domestic, 6.75 in Alberta Mountain-British Columbia, 4.25 in New Brunswick and 2.58 in Nova Scotia.



# 50 Years Ago

In the Labour Gazette  
April 1919

**Sirloin steak was 25 cents a pound, three workmen found justice in the Courts, and management in one British plant learned to love its employees and their union.**

Prince Edward Islanders could trek to the meat market and pick up a pound of sirloin steak for 25 cents, but the average price for sirloin in mid-March 1919 was 36 cents a pound, reported the LABOUR GAZETTE in April of that year. Ten pounds of potatoes cost 10 cents in Guelph and Orillia, Ont., but the national average was 19 cents.

If you lived in Nanaimo, B.C., you could buy a pound of sugar for 9 cents, but the average price was 12 cents a pound. You could pick up two loaves of bread for 9 cents in Sorel, Que., but bread was 5 cents a loaf in Toronto, and averaged 7 cents a loaf in other centres of Canada. Butter cost 44 cents a pound in Nelson, B.C., and an average of 52 cents a pound in other cities.

If home to you was Sorel, Que., you could buy a pound of tea for 45 cents and a pound of coffee for 35 cents, but the rest of Canada paid an average of 63 cents a pound for tea; and except for Kitchener, Ont., and Edmonton, Alta., where you could pick up a pound of coffee for 35 cents, most Canadian consumers paid 48 cents. It was estimated that the weekly family food budget averaged \$13.05 for the month of March. Householders could rent a spacious six-

room house with sanitary convenience for \$9.50 to \$11 a month in St. Hyacinthe, Que., but the rest of Canada paid an average of \$19.61 a month.

Fifty years ago, workers were blaming the company foreman for the lack of empathy between top management and themselves. In what the GAZETTE called "a very interesting article" that had appeared in a British publication, the author, who was also a managing director, said: "One of the chief difficulties encountered in the functioning of shop committees is the antagonism of the foremen. In order that the committee may be effective, it should be elected by, and be representative of, the workers themselves, and should have some freedom of approach to the management. But the foremen invariably feel that the committees are in closer touch with the management than they are themselves; that there is interference with policies and discipline, and that their own influence is being undermined." Workers also complained that the actions of foremen often do not coincide with the attitude displayed by management at the periodic conferences.

With the outbreak of World War I and radical changes in industrial conditions, the management of one plant believed there was a need for closer communication between the workers and themselves. They conceived the idea of forming another committee to represent the workers to the management and the management to the workers, and to establish a bond of confidence between them. But after the committee was elected by the various departments, the most active trade unionists in the plant thought that the committee idea might be a scheme of management to undermine trade unionism, and they got together, formed a committee of their own called the Shop Stewards' Committee, and requested recognition.

The other committee, which was later called the welfare committee, dealt with policy and organization; the union committee handled grievances and complaints about conditions in the shop.

An attempt was made to get the welfare committee to see something of management's point of view. "We felt," said the writer, "that much of the labour agitation was based upon entire ignorance of the difficulties we were facing. We were continually confronted with the idea that we as managers had done foolish things and that any fool could have done this particular thing better than we. We made efforts to explain our problems when we had new contracts necessitating a new organization of the work, but we were rather disappointed on the whole; we did not get the interest that we expected from the welfare committee."

Management soon found themselves referring to the union committee and ignoring the other. "The shop stewards were intensely interested in our problems, and in the attempts that we made to explain the managers' difficulties," the writer continued. "This time we found a real response and for that reason I have come to the conclusion that it is not worth while bothering with any but organized labour. If employees have not the guts to get into a union, really, they are not worth bothering about."

The Courts dealt gently with two workmen injured accidentally, and a third who was unjustly accused of damaging goods. In the first case, a deckhand, at the command of his superior officer, jumped from his vessel to the embankment of the Lachine canal, a distance of 10 feet, and broke his ankle. He sued the shipowners for \$10,000 alleging inexcusable negligence. The shipowners claimed that he was rash and negligent to make the jump and that his injuries were his own fault. The Court held that the accident occurred through the order of the first mate and that the deckhand had no choice but to obey according to the Canada Shipping Act. As his earning capacity had been reduced by 50 per cent, he was awarded \$2,025 with interest from November 4, 1916 and costs.

The second case concerned a carter who was shovelling coal from a dump when the upper portion of the dump fell on him, causing severe injuries. He sued the owners of the dump, but lost the action in the Superior Court on the grounds that he had no right to go to the dump in the first place, and that he had been warned beforehand of the danger. The case was appealed to the Court of Review, which held that the open face of the dump, the absence of obstruction, or interference by the yard foreman, and the established custom of the carters to take coal at any open place constituted an open invitation to the carter. The Court reversed the Superior Court decision and awarded the plaintiff \$1,500 damages and costs.

The third case involved a laundryman who received from a cleaning plant a pair of curtains to be washed. When the owner received the curtains he alleged that they were ruined and brought action against the plant. The firm admitted their responsibility to the amount of \$100 and costs, but tried to recover the money from the laundryman. Evidence showed that the cleaning plant had worked on the curtains before sending them to the laundryman. The Court declared that when a workman furnishes only his labour and industry, he cannot be responsible for damages that happened before delivery. The action was dismissed with costs.



# Provisions In Major Collective Agreements In Canadian Industries, 1968

## Part II: Grievance and Arbitration, Pay Guarantees and Other Provisions

This is the second half of a study of 69 provisions found in 135 collective agreements covering 421,135 employees in Canadian industries. It covers the same agreements as a 1965 study except for those that expired before January 1, 1968. Part I, concerning union security and employee security, was published in the March issue of the *LABOUR GAZETTE*, p. 155.

The complete study, including the charts and tables that have been omitted from, or compressed in, this report, is available from the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour, Ottawa.

### Grievance and Arbitration

All contracts studied established a procedure for initiation of grievances. In 86 per cent of the agreements affecting 91 per cent of employees, either the employee himself or the union steward might make the initial presentation.

Sixty per cent of the agreements affecting 53 per cent of employees had a specific clause for grievance procedure in dismissal cases. A sample clause follows:

"If a permanent employee believes that he has been unjustly discharged, the matter may be taken up as a special grievance commencing at Step 3 of the grievance procedure. Any such special grievance must be submitted in writing and lodged with the Vice-President, Administration, or his designate, within four working days after the employee ceases to work for the Company, and the matter will be disposed of within seven working days after the Company receives the grievance, except where such grievance is taken to arbitration."

Forty-four per cent of the agreements affecting 52 per cent of employees had some form of compensation for grievance work. A comparable result was found in the 1965 study where 45 per cent of the agreements concerning 49 per cent of employees had such a clause. The most frequent provision in both studies states that the grievance representative will be paid for time spent on grievance activities during working hours with no definite restriction placed on the handling of grievances during working hours.

The issue of the scope of arbitration arises in all agreements. In 62 per cent of the agreements covering 59 per cent of employees, arbitration was confined to unsettled grievances in the specific sense of

dissatisfaction on the part of an employee or employer with the other's interpretation or alleged violation of some part of the contract. In some cases (24 per cent of the agreements affecting 20 per cent of employees) the scope of arbitration was inclusive of any grievance or controversy not specifically stated in the agreement, including any question as to whether a matter is arbitrable.

Seventy-five per cent of the agreements affecting 73 per cent of employees provided for a panel of arbitrators to settle the disputes, whereas 21 per cent of the agreements concerning 22 per cent of employees provided for a single arbitrator.

### Pay Guarantees

When employees report for work at their scheduled time without having been notified in advance not to report, many agreements guarantee them either a minimum number of hours of work, or pay. The study revealed that 71 per cent of the agreements affecting 69 per cent of employees provided for a reporting pay guarantee, the majority containing a guarantee of either four hours work or pay. Sometimes the employer is provided with an "escape clause" i.e., if no work is available due to damage to equipment, fire, power failure or other causes beyond his control.

The following is a clause taken from a current agreement:

"When an employee reports for work at the normal starting time of the shift and his regular job is not available, he will receive alternate work or pay equivalent to four hours at his hourly wage rate. This will not apply when:

- the employee has been informed a minimum of six hours in advance of his regular starting time that he is not to report for work;
- the plant or part of it or its equipment is damaged by fire, lightning, flood or tempest;
- interruption of work is due to circumstances beyond the company's reasonable control."

A provision found to be prevalent in collective agreements guarantees a minimum number of hours pay to employees who are called to work outside their normal working hours or after having completed their regular shift. Comparing the result of the current study with that of the 1965 study, the frequency remains almost

the same. Seventy per cent of the agreements concerning 63 per cent of employees had one or another form of call-in or call-back pay guarantee as against 72 per cent of the agreements that had affected 62 per cent of employees in 1965.

By a guaranteed employment or earnings clause, the worker is assured a minimum amount of employment or pay. In the current analysis, 9 per cent of the agreements affecting 10 per cent of employees, had some form of guaranteed employment or earnings. In the 1965 study, 7 per cent of the agreements concerning 11 per cent of employees had a guaranteed employment clause.

### Paid Holidays and Vacation

Almost all agreements have a provision for paid holidays. The 1965 study revealed that for 34 per cent of employees, eight holidays a year were the most usual. The 1968 study affecting 33 per cent of employees showed nine holidays a year as the most common provision. The average number of paid holidays for a worker in a year was 8.5 in 1965, whereas in the current study the average increased to 9.4 holidays a year.

Sixty per cent of the agreements, covering 72 per cent of employees, provide for two weeks paid vacation after one year of service compared with 46 per cent of the agreements concerning 58 per cent of employees in the previous study. Another 35 per cent of the agreements affecting 19 per cent of employees provided for two weeks vacation after two years or more of service. In the 1965 study, 38 per cent of the agreements affecting 29 per cent of employees had a provision for two weeks vacation after two years or more of service.

Ninety-two per cent of the agreements covering 93 per cent of employees in the current study had provision for three weeks vacation. This compares favourably with the previous study where 88 per cent of the agreements concerning 86 per cent of employees had provisions for three weeks vacation. In both these studies, the most frequent provision stipulates three weeks vacation after ten years of service.

Eighty-three per cent of the agreements affecting 87 per cent of employees provided for four weeks vacation in the current study. This is a substantial increase over the previous study, when 74 per cent of the agreements concerning 75 per cent of employees had a provision for four weeks vacation. In both studies, the most



usual period of service after which employees are entitled to four weeks vacation is 20 years.

Thirty-three per cent of the agreements affecting 31 per cent of employees had a provision for five weeks vacation, compared with 9 per cent of the agreements covering 8 per cent of employees in the previous study. After 25 years of service, employees were entitled to five weeks vacation.

### Health and Welfare

The following discussion and tables are based on references to health and welfare schemes appearing in the main text of collective agreements. As it is common practice to provide the details of employee health and welfare benefits in separate

pamphlets, the statistics that follow are to some extent inaccurate, as it appears that the "No Specific Provision" category contains cases in which the provision in question does appear in a supplementary document.

The main interest in these tables will not be in the general incidence, which has a downward bias, as much as in the further breakdowns where the provision is mentioned in the main agreement. Plans of the department call for the collection of supplementary documents, and more comprehensive analysis of health and welfare provisions in future studies.

Fifty-six per cent of the agreements covering 53 per cent of employees had a specific provision for one or more of medical, surgical and hospital benefits. The great majority of these agreements

have a contributory system in which the employee pays a portion of the premium.

Sixty-three per cent of the agreements covering 61 per cent of employees had a provision for life insurance, accidental death and dismemberment benefits, and the majority were contributory schemes.

Forty-six per cent of agreements covering 47 per cent of employees had pension plans. Almost half of them specifically provided for contributory payments. A number of agreements mentioned the pension plan, but contributions were not specified.

Fifty-five per cent of agreements concerning 55 per cent of employees had a provision for paid sick leave in one form or another. Half of these agreements provided for sick pay under a group insurance plan only.

### Grievances and Arbitration

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>Initial presentation of grievance</b>				
Employee.....	15	11	64,254	15
Union Steward.....	7	5	22,912	6
Employee and/or Union Steward.....	95	70	296,553	70
Union.....	10	7	26,187	6
Grievance Committee.....	8	6	11,229	3
<b>Grievance procedure in dismissal cases</b>				
No specific provision.....	54	40	198,948	47
Speeding up of usual procedure.....	34	25	89,894	21
Procedure other than speeding up.....	45	33	130,213	31
Other*.....	2	1	2,080	—
<b>Compensation for grievance work</b>				
No specific provision.....	75	56	201,971	48
Grievance representatives Paid for time spent on grievances during working hours †.....	44	33	178,388	42
Paid for time up to a specific limit.....	10	7	25,477	6
Paid for time with a restriction on the handling of grievances during working hours.....	4	3	12,799	3
Other.....	2	1	2,500	1

\*Subject to ordinary grievance procedure.

†With no definite restriction placed on the handling of the grievances during working hours. Need for prior permission, or limitation to reasonable or "necessary" time was not regarded as definite restriction.

### Pay Guarantees

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>Reporting pay guarantee*</b>				
No specific provision.....	39	29	129,436	31
Up to three hours of work or pay.....	27	20	74,052	17
Four hours of work or pay.....	53	39	154,926	37
Five to eight hours of work or pay.....	7	5	41,775	10
Other.....	9	7	20,946	5
<b>Call in (back) pay guarantee</b>				
No specific provision.....	41	30	156,819	37
Straight time				
For a minimum of 2 hours.....	9	7	14,171	3
For a minimum of 3 hours.....	9	7	29,229	7
Minimum of 3 hours plus time worked.....	1	1	3,300	1
Time-and-a-half				
For minimum of 2 hours.....	8	6	13,297	3
For minimum of 3 hours.....	6	4	16,040	4
For minimum of 4 hours.....	11	8	51,393	12
Minimum number of hours at straight time or actual hours worked at premium rate, whichever is greater.....	21	16	45,664	11
Other.....	29	21	91,222	22
<b>Travel allowance on call-in (back)</b>				
No specific provision.....	121	90	379,209	90
Amount specified.....	5	4	13,256	3
Indicated, but amount not specified.....	9	6	28,670	7

\*Refers to pay guarantees to employees who report for work at the usual hour, without notification to the contrary, and either find no work available, or are not given work for full shift.

# Premium Pay for Time Worked

Provision	Agreements		Employees Covered		Provision	Agreements		Employees Covered	
	No.	%	No.	%		No.	%	No.	%
After daily hours					Eleven or 12 cents per hour.....	21	16	45,247	11
No specific provision.....	8	6	19,938	5	Thirteen to 18 cents per hour.....	8	6	24,690	6
Time-and-a-half.....	95	70	321,402	76	Thirty cents per hour.....	1	1	3,000	1
Time-and-a-half followed by higher rate.....	28	20	66,395	15	Fifty cents per shift.....	1	1	1,650	0
Others including rates not stated.....	4	3	13,400	3	Ninety cents per shift.....	1	1	6,500	2
After weekly hours					\$1.00 to \$1.25 per day....	3	3	8,441	1
No specific provision.....	78	58	188,847	45	\$1.50 per week.....	1	1	5,500	2
Time-and-a-half.....	54	40	226,808	54	5 per cent.....	2	1	11,249	3
Other.....	3	2	5,480	1	11 to 15 per cent.....	4	3	8,251	1
On Saturday or sixth day (not normally worked)					25 per cent.....	1	1	1,100	0
No specific provision.....	60	44	200,070	48	Other.....	2	1	4,100	1
Time-and-a-half.....	53	39	166,602	40	Shift premium—third shift				
Double time.....	8	6	26,009	6	No specific provision.....	63	47	211,597	50
Time-and-a-half followed by higher rate.....	13	10	26,054	6	Five to eight cents per hour.....	5	4	6,187	1
Others.....	1	1	2,400	1	Ten to twelve cents per hour.....	23	17	83,346	19
On Sunday or seventh day (not normally worked)					Thirteen to fifteen cents per hour.....	29	22	75,480	18
No specific provision.....	22	17	77,321	18	Sixteen to twenty-one cents per hour.....	10	7	31,384	7
Time-and-a-half.....	45	33	143,224	34	\$1.50 or \$1.60 per day....	2	2	6,441	1
Double time.....	58	43	174,100	41	15 per cent.....	1	1	4,500	1
Double time-and-a-half..	2	1	10,350	2	25 per cent.....	1	1	1,100	0
Time-and-a-half followed by higher rate.....	3	2	8,900	2	Shift premium not specified.....	1	1	1,100	0
Double time followed by higher rate.....	1	1	2,000	—	Hours of Work				
Others.....	3	2	5,380	1					
For work on paid holiday									
No specific provision.....	13	10	83,878	20					
Time-and-a-half plus another day off with pay.....	5	4	25,755	6					
Straight time plus holiday pay.....	13	10	21,727	5					
Time-and-a-half plus holiday pay.....	69	51	192,745	46					
Double time plus holiday pay.....	18	13	53,300	12					
Double time-and-a-half plus holiday pay.....	3	2	7,351	2					
Others.....	14	10	36,379	9					
For regularly scheduled work on Saturday									
No specific provision.....	130	96	399,285	95					
Specific premium pay....	5	4	21,850	5					
For regularly scheduled work on Sunday									
No specific provision.....	112	83	339,516	81					
Specific premium pay....	23	17	81,619	19					
Shift premium—second shift									
No specific provision.....	44	33	153,807	37					
Four to ten cents per hour.....	46	33	301,407	35					

\*Refers to "normal," "regular" or "standard" daily hours, and weekly hours of day-workers. Agreements making no explicit reference to "normal," "regular" or "standard" daily hours, and weekly hours were tabulated on the basis of straight-time daily hours, and weekly hours.



# Pay for Time not Worked

Provision	Agreements		Employees Covered		Provision	Agreements		Employees Covered	
	No.	%	No.	%		No.	%	No.	%
<b>Paid holidays</b>					<b>Paid meal periods</b>				
No specific provision.....	3	2	4,111	1	No specific provision.....	82	61	272,989	65
Four to six days a year	8	6	14,168	3	Without reference to shift work.....	7	5	19,328	5
Seven to ten days a year	116	85	347,896	82	On all shifts worked.....	15	11	42,284	10
Eleven to 15 days a year	8	5	54,960	13	Not on all shifts worked	6	4	11,992	3
<b>Paid holiday falling on Saturday (not normally worked)</b>					On overtime and/or in other special circumstances.....	25	19	74,542	18
No specific provision.....	101	75	333,431	79	<b>Paid wash-up time</b>				
Working day off with pay	24	18	52,714	13	No specific provision.....	122	90	399,968	95
Extra day's pay.....	5	3	9,400	2	Provision for paid wash-up time.....	13	10	21,167	5
Other.....	5	3	25,590	6	<b>Paid leave—death in immediate family</b>				
<b>Paid holiday falling on Sunday (not normally worked)</b>					No specific provision.....	52	39	189,164	45
No specific provision.....	84	62	254,212	60	Up to three days.....	78	58	210,840	50
Working day off with pay	42	31	143,804	34	More than 3 days.....	2	1	11,800	3
Extra day's pay.....	6	4	14,229	3	Other.....	3	2	9,331	2
Other.....	3	2	8,890	2	<b>Paid leave—death of in-laws</b>				
<b>Paid holiday falling on other scheduled days off</b>					No specific provision.....	69	51	230,850	55
No specific provision.....	107	79	346,616	82	Up to three days.....	63	47	179,785	43
Working day off with pay	11	8	30,617	7	More than 3 days.....	1	1	6,500	2
Extra day's pay.....	14	11	34,802	8	Other.....	2	1	4,000	1
Other.....	3	2	9,100	2	<b>On jury duty and/or as court witness</b>				
<b>Paid holiday falling within vacation period</b>					No specific provision.....	78	58	278,410	66
No specific provision.....	62	46	201,778	48	Equal to difference between jury allowance and normal pay.....	52	39	126,014	30
Vacation extended.....	33	24	115,618	27	Equal to employee's regular (normal) pay....	2	1	2,560	1
Extra day's pay.....	25	19	70,355	17	Other.....	3	2	14,151	4
Choice of above.....	15	11	33,384	8	<b>*Provisions under which entitlement to time off does not match the amount of vacation pay were tabulated on the basis of vacation pay.</b>				
<b>Paid vacations—general</b>									
No specific provision.....	4	3	4,669	1					
Provision for one week only*.....	1	1	7,249	2					
Provision for more than one week*.....	128	94	403,015	96					
Other.....	2	1	6,202	1					
<b>Extended vacations</b>									
No specific provision.....	113	84	369,056	88					
Pre-retirement vacation..	13	10	22,978	5					
Extended vacation in designated year of service.....	8	6	27,901	7					
Other.....	1	1	1,200	—					
<b>Rest periods</b>									
No specific provision.....	93	69	265,882	63					
Once a day (ten or more minutes).....	5	4	12,689	2					
Twice a day (twenty or more minutes total)	29	21	129,279	30					
Other.....	8	6	13,285	3					

### Miscellaneous Provisions

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>Training or retraining</b>				
No specific provision.....	96	71	287,868	68
Without reference to technological change.....	31	23	96,778	23
With reference to technological change.....	8	6	36,489	9
<b>Paid meals</b>				
No specific provision.....	91	68	307,464	73
Meal allowances in certain circumstances..	44	32	113,671	27
<b>Moving expenses and relocation allowance</b>				
No specific provision.....	123	91	369,745	88
Special provision.....	12	9	51,390	12
<b>Protective clothing or equipment, uniforms, etc.</b>				
No specific provision.....	77	57	230,725	55
Special provision.....	58	43	190,410	45
<b>Unpaid leave or union business</b>				
No specific provision.....	57	42	134,126	32
Year or more for union officers.....	14	10	78,676	19
Limited leave for union business.....	11	8	33,801	8
Combination of above..	35	26	104,109	25
Length not specified.....	18	13	70,423	17
<b>Cost of living bonus allowance</b>				
No specific provision.....	122	91	370,935	88
1 cent an hour wage adjustment for 0.6 change in Consumer Price Index.....	6	4	22,076	5
Other formulae linked to the Consumer Price Index.....	7	5	28,124	7
<b>Frequency of pay days</b>				
No specific provision.....	97	72	294,203	70
Weekly.....	15	11	28,792	7
Every two weeks.....	18	13	86,878	21
Twice a month.....	5	4	11,262	3
<b>Contracting out</b>				
No specific provision.....	108	80	311,492	74
Prohibits management right to contract out	27	20	109,643	26
<b>Compensation for union official during contract negotiations</b>				
No specific provision.....	118	87	327,604	78
Union official paid for time spent during working hours*.....	17	13	93,531	22

\* With no definite restriction placed on the negotiation of collective agreements during working hours. Need for prior permission, or limitation to "reasonable" or "necessary" time was not regarded as definite restriction.

### Special Provisions for Women

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>Equal pay</b>				
No specific provision.....	126	93	375,671	89
Specific reference to equal pay.....	9	7	45,464	11
<b>Separate seniority unit</b>				
No provision.....	127	94	397,697	94
Separate seniority unit for women.....	8	6	23,438	6
<b>Maternity leave</b>				
No specific provision.....	106	79	320,860	76
Provision for maternity leave.....	29	21	100,275	24

### Older and/or Handicapped Workers

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>Older or handicapped workers</b>				
No specific provision.....	117	87	373,588	89
Specific provisions concerning employment of older and/or handicapped workers.....	18	13	47,547	11

## HAS YOUR ADDRESS CHANGED?

We want you to receive your Labour Gazette without delay. Send your new address together with your old address label to the Circulation Manager, Labour Gazette, Canada Department of Labour, Ottawa.



# PRICE INDEXES

## Consumer, January 1969

The consumer price index (1961=100) rose by 0.2 per cent to 122.6 at the beginning of January from 122.3 in December. It was 3.8 per cent higher than in January 1968.

The food index increased by 0.5 per cent to 125.1 from 124.5 and was 3.1 per cent higher than the January 1968 level of 121.3. Higher prices for restaurant meals and for food consumed at home both contributed to the rise. Home consumed meat, fish and poultry items, on average, were higher in price than in December. Most fresh produce items registered increases, but citrus fruits and tomatoes recorded marked declines. Milk and butter prices remained unchanged, while other staple foods, including flour, sugar and eggs, increased. Bread and margarine were two important items that showed price declines from the preceding month.

The housing index advanced 0.7 per cent to 121.9 from 121.0 and was 5.0 per cent higher than the January 1968 level of 116.1. Higher prices for new houses and increases in mortgage interest rates, contributed to the 1.6 per cent rise in home-ownership costs. Rents increased only 0.2 per cent since the preceding month. Not included in the shelter component was the effect of property tax rebates in Ontario and similar grants in some western provinces. Among the household operation items, midwinter sales reduced the price level of furniture, floor coverings and household textiles. Household supplies moved up fractionally.

The clothing index decreased 1.5 per cent to 121.5 from 123.4 and was 2.4 per cent higher than the January 1968 level of 118.6. The prices of men's suits and overcoats, and some major items of women's wear, notably winter coats, wool dresses and suits, dropped by more than 5 per cent. Sales prices were recorded in the children's clothing and footwear categories.

The transportation component increased by 0.5 per cent to 116.3 from 115.7. Prices for new automobiles and gasoline were unchanged with seasonally higher train fares accounting for most of the rise.

The health and personal care index advanced 0.1 per cent to 129.5 from 129.4 as a result of slightly higher prices for toiletries.

The recreation and reading index rose 0.7 per cent to 124.2 from 123.3. Increased prices were registered for phonograph

records, television sets, and some Montreal newspapers.

The tobacco and alcohol index was unchanged from 121.3, and was 3.5 per cent higher than its January 1968 level of 117.2.

## City Consumer, Jan. 1969

Between December and January, consumer price indexes advanced in six regional cities and city combinations, declined in three, and remained unchanged in one. The movements ranged from a decrease of 0.4 per cent in St. John's, Nfld., to an increase of 0.2 per cent in Saint John, N.B., and Edmonton-Calgary.

Food prices rose in all cities except Halifax and Vancouver. The housing index increased in most of the regional cities. January sales contributed to lower clothing indexes in all cities, except in Saint John and Winnipeg, where the average clothing price level was unchanged. Transportation indexes increased in most cities chiefly in response to seasonally higher train fares. The components for health and personal care and for recreation and reading, registered mixed movements; tobacco and alcohol indexes remained unchanged.

Regional consumer price index point changes between December 1968 and January 1969 were as follows: Saint John+0.2 to 116.6; Edmonton-Calgary +0.2 to 119.1; Montreal+0.1 to 120.1; Ottawa+0.1 to 120.3; Winnipeg+0.1 to 120.4; Saskatoon-Regina+0.1 to 117.8; Vancouver remained unchanged at 116.8; Halifax-0.1 to 115.8; Toronto-0.2 to 121.3; St. John's-0.5 to 117.2\*

## Wholesale, January 1969

The general wholesale index (1935-39=100) rose 1.5 per cent in January to 278.1 from the December 1968 index of 274.0, and was 4.2 per cent higher than the January 1968 index of 266.8. Seven of the eight major group indexes were higher, and one declined.

The non-ferrous metals products group index rose 4.6 per cent to 255.6 from 244.3 on higher prices for copper and its products, nickel, lead, zinc and silver.

An increase of 3.3 per cent to 391.0 from 378.6 in the wood products group index reflected a strong advance in the

\*On the base June 1951=100.

price of newsprint as well as increases in the price of cedar, hemlock and furniture.

The vegetable products group index advanced 1.2 per cent to 238.9 from 236.0 as a result of higher prices for tea, coffee, cocoa and fresh fruits.

Higher prices for fishery products, boots and shoes were responsible for an increase of 0.6 per cent, 306.1 from 304.4, in the animal products group index. Price increases for tumblers and crude asbestos resulted in a rise of 0.9 per cent to 208.9 from 207.0 in the non-metallic minerals products group index.

The chemical products group index advanced 0.5 per cent to 215.3 from 214.2 because of price increases for soaps, detergents and explosives. A minor increase occurred in the iron products group index, 278.4 from 278.1, and a minor decrease occurred in the textile products group index, 256.5 from 257.1.

## Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) advanced 0.6 per cent to 265.7 from 264.1 in the four-week period January 3 to January 31. The animal products index moved up 0.7 per cent to 346.0 from 343.6 and the field products index rose 0.4 per cent to 185.4 from 184.7.

## U.S. Consumer, Dec. 1968

The United States consumer price index (1957-59=100) rose 0.2 per cent to 123.7 in December.

Compared with December a year ago, those parts of the index showing the sharpest increases last year were medical care, mortgage interest rates, apparel, shoes, public transit and restaurant meals. These increases ranged between 6 and 7 per cent. The food-at-home index rose by 4 per cent, but it was still more than in nearly all recent years.

## British Retail, Nov. 1968

The British index of retail prices (January 16, 1962=100) was 126.7 at November 12, compared with 126.4 at October 15, and 120.4 at November 14, 1967.

The index for foods, the prices of which are affected by seasonal variations, increased by nearly 1.5 per cent to 119.0, compared with 117.4 in October. Rises in the prices of eggs and apples were partly offset by reductions in the prices of tomatoes. For the food group as a whole, the index rose by nearly 0.5 per cent to 123.9, compared with 123.4 in October.

The principal change in the housing group was a rise in the average level of rents of unfurnished dwellings. The index for this group rose by less than 0.5 per cent to 143.3, compared with 142.9 in October.



## Nova Scotia's Concern for its Older Workers

The decline in employment between December and January was one of the smallest on record for the time of year. At 7,424,000, total employment in January was 143,000 less than in December, but was 324,000 or 4.6 per cent higher than in January 1968.

The labour force decreased by 49,000 to 7,891,000 and was 327,000 or 4.3 per cent higher than in January 1968.

Unemployment increased by 94,000 to 467,000, a below-average increase for the time of year. It was 3,000 higher than in January a year ago.

Unemployment in January represented 5.9 per cent of the labour force, compared with 6.1 per cent in January 1968, and 5.2 per cent in January 1967.

### Employment

Farm employment, at 451,000, declined by 16,000 during the month and was 8,000 lower than in January 1968.

Non-farm employment, at 6,973,000, decreased by 127,000 during the month. The largest decrease in this group occurred in trade, 47,000. This was followed by construction, 35,000; transportation, communication and other utilities, 29,000; and community, business and personal services, 15,000.

Compared with a year ago, non-farm employment increased by 332,000. The largest increase took place in manufacturing industries, 106,000; followed by community, business and personal service, 90,000; trade, 62,000; public administration, 37,000; construction, 30,000; and finance, insurance and real estate, 16,000.

All regions shared in the decline in employment between December and January. British Columbia had the largest decrease, 37,000. Smaller reductions were reported for Quebec, 35,000; the Prairies, 30,000; the Atlantic region, 25,000; and Ontario, 16,000. All regions shared also in the year-over-year increase. The largest gain was in Ontario, 152,000. This was followed by Quebec, 64,000; the prairie region, 60,000; British Columbia, 33,000, and the Atlantic region, 15,000.

### Unemployment

Unemployment increased by 94,000 between December and January and was 3,000 higher than in January 1968.

Of the 467,000 unemployed in January, 35 per cent had been unemployed for less than one month, 39 per cent for one to three months, and 26 per cent for four months or more.

Modern society, with its technological innovations, poses a special problem for older workers aged 45 and over who find it increasingly difficult to adjust to the changing labour market. As older workers must invariably fend for themselves without any assistance from younger family members, it is imperative that they have gainful employment. These thoughts were expressed at a conference on aging, held in Halifax, N.S., in March 1967. Sponsored by the provincial Government, the conference was primarily geared to help delegates acquire a better understanding of the position of older workers in the Nova Scotia economy.

A report, "Older Workers in the Nova Scotia Economy," emerged from the conference, and was published by the Nova Scotia Department of Labour. It stated that since 1901, the population of Nova Scotia has increased from 459,574 to an estimated 760,000 in 1966. Of this population, those aged 45 and over totalled 101,066 or 21.8 per cent in 1901, and 203,600 or 26.8 per cent in 1966.

The proportion of older people in Nova Scotia is about 1.5 per cent higher than for Canada as a whole, and rates of growth for those 45 years and older, have been rising slowly since 1901.

The following statistics from Table 6 of the report show the percentages of older workers in Nova Scotia compared with the rest of Canada for the years 1941, 1951, and 1961.

	1941		1951		1961	
	N.S.	Canada	N.S.	Canada	N.S.	Canada
Male....	38.1	36.7	32.8	33.5	35.2	34.2
Female	17.1	17.0	21.9	20.7	30.6	28.9
Total....	34.1	32.8	30.8	30.6	34.0	32.7

The number of older workers in 1961 in Nova Scotia was 80,600—62,800 males and slightly less than 18,000 females, comprising a higher percentage of the labour force than in Canada as a whole.

The report states that, if the participation rate of Nova Scotia's older workers is compared with that of the rest of Canada, "it is clear that the province has a lower degree of participation for all age groups over 45 years of age." This difference can be as high as 4 per cent.

Section on Older Workers  
Manpower Utilization Branch  
Department of Manpower and Immigration

Tables in the report show that, during the period 1956-1961, migrants entering the province totalled 10,077, whereas outgoing migrants totalled 18,577; and during the same migratory period, workers over 45 numbered 1,000 incoming migrants and 1,080 outgoing migrants, or 10 per cent of the movements. Workers who did not move to another province, to another municipality, or within a municipality amounted to 52 per cent for younger workers, and 78.8 per cent for older workers. The report concludes that older workers are the least mobile of the working population.

In considering the distribution of older workers by industry, the report shows that 24.2 per cent of older male workers were in the primary sector, 26.5 per cent were in manufacturing and construction industries, and the remaining 49.3 per cent were in the service sectors. These figures can be compared with 15.4, 23.5 and 60.9 per cent, for younger male workers. About 59.1 per cent of older female members of the labour force are in public administration and 17.0 per cent are in trade.

The report indicates that a greater percentage of older workers in Nova Scotia have only an elementary education, but compared with older workers in Canada as a whole, they are generally better educated.

## CBC Employees Living Below Poverty Line—ARTEC

More than 1,000 workers employed by the Canadian Broadcasting Corporation are living below the poverty line, the organization representing CBC announcers, clerical and sales personnel stated in a brief presented to a federal conciliation board on January 15. The Association of Radio and Television Employees of Canada said that 45 per cent of its members at the CBC earn less than \$4,842, the poverty line for a family of three or four established by the Economic Council of Canada.

ARTEC is asking for a 20-per-cent pay increase with a minimum increase of \$1,000 a year. Salaries now range from \$2,702 to \$10,938 a year.

The brief said that the union is not prepared to accept inability to pay as an argument for not improving salaries. "At a time of rising prices, rising incomes and rising economy, a public employer cannot use the excuse that the taxpayers cannot afford a decent wage for public employees."



## FIRST A FAILURE THEN A SUCCESS

Jack Hulbert, the General Manager of Lucas-Rotax Ltd. in Montreal, has seen first-hand both the good and the bad of union-management consultation. In the last two years, he has chaired one consultation committee that never grew up, and a second that developed into an outstanding success. Mr. Hulbert says: "A committee has meaning only if the members have something to do. If they're sitting around in a vacuum, the whole deal is a waste of time."

Local 423, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) is the plant union. About 240 employees manufacture and overhaul aircraft parts.

Consultation has a real chance of success if the members of the committee are active participants in a genuine consultation program. At least, this is what gave meaning to consultation, which suffered a poor year in 1966. Because of a lack of gut issues to keep the committee-members busy, the first attempt at consultation failed.

Mr. Hulbert, who had been chairman, came out of the first experience convinced that a committee must be active in order to prosper. "If a man comes to a meeting purely to sit around and listen . . . well, all it amounts to is a couple of hours away from the job," he says. Mr. Hulbert's second committee, started in January 1968 and thriving today, is carefully structured to assure each of the five management and four union representatives an active role.

The central committee is supported by four subcommittees, each of which has at least two members drawn from the main committee. Each subcommittee has a special area of interest: skill training, safety, suggestion awards and good house-keeping. The main committee, the joint production and consultative committee, decides policy and reviews the work of the satellite committees. While the central committee meets every second month, chaired by Mr. Hulbert, the subcommittees—especially the safety committee—are more likely to be active on a day-to-day basis. "The new system," says Mr. Hulbert, "effectively has reversed degeneration of interest in labour-management consultation."

Labour-Management  
Consultation Branch

Edward Watt, President of Local 423, recalls, "At the beginning, we figured consultation was a company thing and that the union would be hurt. Now I can say we've had a change of opinion. The men have seen that the committee gives concrete results. Minutes are posted and everyone has the opportunity to find out how the committee is progressing."

## CREATING CLIMATE TO SOLVE PROBLEMS

Communication is pointed to by the union-management committee at Glendale Spinning Mills Ltd. in Hamilton, Ont., as their main accomplishment.

Two members of the Glendale committee explain what communication means to them. William Holton Jr., Glendale's assistant General Manager: "It means we have built an atmosphere conducive to future problem solving. We now have a working relationship between two groups that are normally opposed." Mrs. Kay Rados, President of Local 1070, Textile Workers' Union of America (CLC): "There's been a big improvement in understanding between employee and foreman, and union and management. I no longer have to ask repeatedly when I'm seeking information."

The consultation committee was organized in August 1967 at about the same time a change in personnel opened doors for a start at better communication. As a result, the improved working relationship of the last year is attributable in part to a change of personalities.

One role of the committee has been to flush out bad feeling in the few cases where it existed. "Where there were poor relationships, it didn't take the committee long to expose bad feeling," says Neville Brown, a superintendent. "For the first time, we could take action to heal bad feeling. These examples were new to us because, before, the poor relationship was always below the surface."

Safety has been given a shot in the arm by the consultation program. The existence of the committee has given company and union the opportunity to meet and talk about safety. Recently a subcommittee was created to make tours of the plant to check for safety hazards.

In the opinion of Personnel Manager John Scarlett the committee has a positive influence in "giving recognition to peo-



William Holton Jr., Assistant General Manager, says that consultation creates the framework within which problems can be solved.



Neville Brown, a superintendent, credits the committee with exposing cases of bad feeling and then taking action to restore good will.

ple." He says that employees take a positive attitude when offered the chance to contribute. Visitors from the departments are invited to attend meetings of the committee; and special arrangements are made to accommodate workers from the afternoon and night shifts.



### New Lives for Lost and Wasted Limbs

It's ability, not disability that counts. As Harold Russell, Chairman of the President's Committee on Employment of the Handicapped, said, "It's the 'can-do' in a person's life and not the 'can't-do' that's important."

The benefits of employing the handicapped are much more than economic. There are immeasurable results in human values. The employer gains from the loyalty and co-operation of his employee, and the employee gains independence, self-reliance and a sense of accomplishment. The value to his family and the community are incalculable. That some employers are alert to the possibilities of utilizing the abilities of the handicapped is demonstrated in the following reports.

It could have been a routine placement in employment except that the client, 32-year-old Mrs. Anna Maria Jarmics is a double amputee. She has no hands. Mrs. Jarmics, a Hungarian refugee, came to Canada last March with her husband and three children. When she was nine years old, Mrs. Jarmics lost her hands when a hand grenade exploded. As a double amputee, Mrs. Jarmics was a challenge to the counsellors at the centre and was frequently told "I'm sorry," when her disability was mentioned to prospective employers.

Finally, however, an interview was arranged at York Central Hospital and she was hired. An official of the hospital reports that Mrs. Jarmics is one of their best employees. She is happy with her work and her fellow employees. She helps set up trays in the kitchen where she handles the crockery with dexterity and speed. She has artificial appliances, but does not use them at work, because she says she cannot get the same feeling with them.

Mrs. Jarmics was faced with a problem of transportation to her work but she overcame this by learning to drive. She now has a driver's license and drives back and forth to work.

Behind the backbenchers and across the floor from Mr. Speaker in the Legislative Assembly in Manitoba, sits Raymond R. Sly, who has been paralyzed since 1944 when he was hit by shrapnel. His job is recording speeches made by members of the Legislature for publication in *Hansard*, and controlling the sound system in the House.

Manpower Utilization Branch  
Department of Manpower and Immigration

This does away with the necessity for shorthand reporters and makes speeches audible in all parts of the Chamber. Each MLA, the Speaker and the Clerk of the House has a microphone and receiver controlled from the console. As each member rises to speak, Mr. Sly must hit the correct microphone switch and volume control and note the member's name on an index sheet showing the position on the recording. As recordings are completed, they are rushed to the printers for inclusion in the *Hansard* of the day. Each member must be recognized without error, and this takes practice. Mr. Sly has no trouble with this problem, as he has been on the job since 1952. He was awarded a Centennial Medal in recognition of his long service.

Ralph Myers is an instructor at Ryerson Polytechnical Institute in Toronto. This is the fulfilment of a wish that looked for a time as if it were forever out of reach.

Mr. Myers has been a paraplegic since the age of seventeen. After he left Lyndhurst Lodge, a rehabilitation centre for paraplegics, he returned to Oshawa, his home town, and finished high school. He completed a course in economics and politics at Queen's University and went on to Western University where he obtained a Master's Degree in Business Administration.

Mr. Myers was employed for a year in the administration department of Kingston General Hospital, then worked with the Hospital Commission in Toronto where he remained for about a year and a half. But he had not lost his desire to teach. He had applied to various boards of education with little encouragement and had almost given up hope when he heard of an opening at Ryerson. He applied and was accepted.

Mr. Myers finds that teaching is a stimulating and challenging career. Since his graduation, he has taken night courses at the University to keep up with current and ever-changing trends in the economic structure.

As Dr. Henry H. Kessler said in his book, *The Knife Is Not Enough*, "From an economic viewpoint, no country can afford the luxury of wasted manpower or the financial burden of caring for the crippled. The cost is a double cost. There is not only the price of hospitalization and medical care and pensions, but also the loss of the productivity of the handicapped."

without promoting fresh difficulties for other employees" that could "injure the position of another employee in the local" through "bumping." Another conclusion of the committee is that something should be done for the employees who are retained in employment to show that their loss in income is real, and that the company is making some effort to compensate them, even though their original earnings cannot be matched fully under the formula of the award.

Among its recommendations, the committee states that each worker made redundant by the introduction of the new methods should be paid \$100 for each year of service with the National Harbours Board. This sum would be calculated in cents an hour, equivalent to the difference between the hourly rate enjoyed by the worker immediately before the introduction of the new unloading methods and the new lower rate after the change, until the total of such payments equalled the sum of \$100 times the number of years of service. In addition, for the workers for whom there is no employment, or for those who voluntarily leave employment, the provisions of the collective agreement are to be applied, giving two weeks salary for each year of service up to a maximum of 36 weeks. The committee recommended that the special grant be paid by the National Harbours Board.

Additional recommendations made by the committee are that:

- the federal Government consider compensating the National Harbours Board for the amount of the special grant;
- the parties attempt to agree on provisions for inclusion in the next collective agreement, based on the experience gained from the present dispute, the studies and the report;
- new vacancies be filled with personnel from the existing work force as they become available;
- the parties make use of all government services in order to study the effects of technological change, and to assist in dealing with the employees so affected; and that
- the special grant take effect as of January 1, 1967.

Hon. Bryce Mackasey, Minister of Labour, announced on October 10 that the National Harbours Board would implement immediately the recommendations of the Cohen report. At the same time, the Minister presented to union officials a cheque for \$63,000 — the cost of these recommendations to the National Harbours Board.



# Unemployment Insurance Report—November

The number of claimants for unemployment insurance benefit on November 29 totalled 342,000. This was 77,000 or 29 per cent more than the 265,000 recorded at the end of October. Four fifths of the increase was accounted for by males whose numbers rose by 39 per cent. The count of females increased by 14 per cent. The proportion of male claimants rose from 60 per cent at the end of October to 65 per cent at the end of November.

The increase this year from the end of October was smaller than that recorded during the same interval in 1967. Last year, the count at the end of October increased by 39 per cent—51 per cent for males and 20 per cent for females.

More than half of the claimants came on claim during the month. The number of claimants in this category was 50 per cent higher than at the end of October.

The claimant count at the end of November was slightly higher than on November 30, 1967. Whereas there were 1,700 fewer males, the count of females rose by 6,700.

A total of 171,000 initial and renewal claims were filed in local offices across Canada during November. This represented an increase of 45 per cent over the 117,000 filed last month but a decrease of 12 per cent from the 194,000 filed during November 1967. The large increase over October in the number of initial claims filed is usual and can be attributed, in part, to claims being filed prior to the first week in December, when the seasonal benefit period commences. This year, the rate of increase was substantially less than in 1967, when the November claim load was 68 per cent greater than in October.

The average weekly number of beneficiaries was estimated at 186,000 for November, 156,000 for October, and 174,000 for November 1967. For these three dates benefit payments totalled \$20.6 million, \$20.8 million and \$19.9 million. Average weekly payments were \$27.69, \$26.82 and \$25.36.

Increases over the claimant count at the end of October occurred in all provinces. Although proportionately large increases were reported everywhere, large numeric

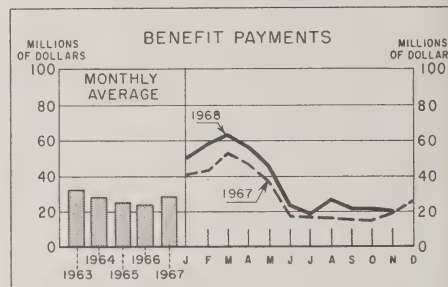
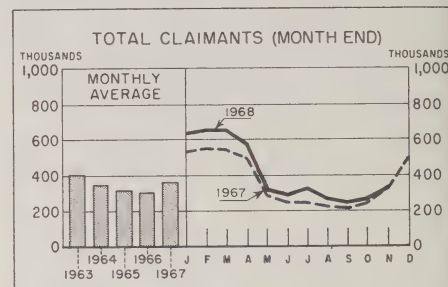
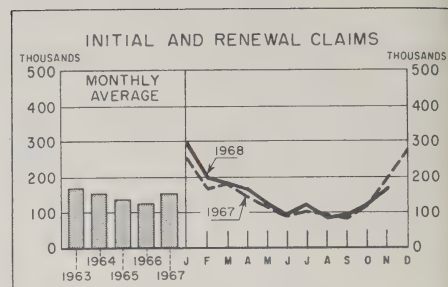
increases occurred only in Quebec, Ontario, British Columbia and Newfoundland.

In comparison with the end of November 1967, all provinces reported a larger number of female claimants. Fewer male claimants were reported in Ontario, Manitoba and British Columbia, whereas their numbers were slightly greater in the remaining provinces.

All provinces shared in the October-to-November increase in the number of claims filed. As reflected in the monthend claimant count, the monthly increases were substantially lower this year than during the same interval in 1967.

Decreases in the number of claims filed since November 1967 were reported in nearly all provinces west of the Atlantic region. Saskatchewan and the four Atlantic provinces recorded small numeric increases.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."



Summary Table

Activity	Cumulative Data				
	Nov. 1968	Oct. 1968	Nov. 1967	January to November 1968	12 months ending November 1968
(in thousands)					
Insured population as at month end	—	5,325	4,800	—	—
Initial and renewal claims filed					
Total.....	171	117	194†	1,652	1,922
Initial.....	125	80	141†	1,216	1,420
Renewal.....	46	37	52†	436	502
Claimants currently reporting to local offices.....	342	265	337	416*	424*
Beneficiaries (weekly average).....	186	156	174	320*	315*
Weeks Compensated.....	745	777	784	15,428	16,447
Benefit paid.....	\$20,623	\$20,843	\$19,886	\$407,328	\$433,909
Average weekly benefit.....	\$27.69	\$26.82	\$25.36	\$26.40	\$26.38

\* Monthly average.

† Discrepancy between total and subtotals is due to rounding.

Unemployment Insurance and  
Manpower Section  
Dominion Bureau of Statistics

# Legal Decisions

The Supreme Court of Canada has decided that an arbitration board had no power to extend the time for notice to arbitrate.

The Appellate Division of the Alberta Supreme Court has held that the requisition of a safety inspector was not a direction or regulation of the Alberta Workmen's Compensation Board.

The Supreme Court of Canada decided on October 1, 1968 to quash an award in which the majority of an arbitration board, having found that the union's notice to arbitrate was out of time, waived the time limit set out in the collective agreement. The board also considered the substantive issue of the grievance on its merits. The Court found the award to be erroneous because, not only was the grievance untimely, but the arbitration board had breached the collective agreement by extending the time limit, thereby modifying the terms of the agreement.

An employee of Union Carbide of Canada Limited on August 22, 1966 filed a grievance concerning seniority rights through his union representative, which went through the procedure set out in the collective agreement then in force. The company on September 30 replied to the third step of the grievance. There was provision in the agreement for arbitration as the fourth step provided that the company was notified in writing not more than ten days from the date of the company's third-step reply.

Eighteen days later, the union notified the company of its desire to arbitrate the grievance. The company objected that the notice was too late. This objection was submitted to the arbitration board as part of the joint statement of the union and the company, as provided in the collective agreement.

The question for determination by the arbitration board was put in the joint statement of the parties:

- is the grievance timely? and
- should the board decide in the affirmative, then, to determine if the collective agreement was violated as alleged by the employee?

The arbitration board found that the union had failed to give notice of its desire to arbitrate within the ten-day period specified by the collective agreement and that the company had not waived the union's failure to notify in time. The company, therefore, was found to have preserved its right to object to arbitration. The majority of the arbitration board, however, purported to relieve against the union's untimely notice and

held that the board had the power to hear the merits of the grievance.

The company then appealed to a judge of the Supreme Court of Ontario to quash the decision of the majority of the arbitration board; the Court refused to do so. The Ontario Court of Appeal affirmed this decision, but granted leave for the company to appeal to the Supreme Court of Canada.

Mr. Justice Judson, speaking for the Supreme Court of Canada, was of the opinion that the decision of the majority of the arbitration board was erroneous on the grounds that:

- the grievance was not timely and the board of arbitration had no power to extend the time;
- the board of arbitration had no power to go beyond the question submitted in the joint statement; and
- the board of arbitration was in breach of a provision of the collective agreement in extending the time and so modifying the terms of the collective agreement.

By way of explanation, Mr. Justice Judson said: "The joint statement makes it clear that the decision on the merits is



to be made only if there is a preliminary finding that the grievance was timely. Once the board found that the grievance was out of time, this should have been the end of the matter. By assuming to relieve against the time limit, the board amended, modified or changed the provisions of the collective agreement in spite of the express provision in the agreement."

#### Right of Review

The Ontario Court of Appeal, when the appeal from the arbitration award was before it, had held that the appeal failed because the arbitration board was called upon to determine whether the substantive issue raised by the grievance was arbitrable. Because, according to the Court, this was a matter that the arbitration board was entitled to decide under the Ontario Labour Relations Act, the board's decision on the matter was considered not open to review by the courts. The clause states: "Every collective agreement shall provide for the final and binding settlement by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable."

The Supreme Court of Canada did not accept this opinion of the Ontario Court of Appeal. The substantive issue of the grievance—the seniority rights of a particular employee—was clearly arbitrable but, as the arbitration board itself found, the plain fact was that the union was out of time on the fourth step of the grievance procedure. The only issue, on appeal of the award, was whether the arbitration board had power to extend the time limit.

The question also arose whether Sec. 86 of the Ontario Labour Relations Act afforded any foundation for the board's decision. The section reads: "No proceedings under this Act are invalid by reason of any defect of form or any technical irregularity and no such proceedings shall be quashed or set aside if no substantial wrong or miscarriage of justice has occurred."

Mr. Justice Judson found that the whole purpose of Sec. 86 is to require the courts not to quash, by *certiorari* or otherwise, proceedings such as those before the Labour Relations Board because of defect of form or technical irregularity. Sec. 86 does not enable an arbitration board to ignore the plain and emphatic language of the written collective agreement. The case of *Re Galloway Lumber Company and B.C. Labour Relations Board et al.* (L. G. 1965, p. 537) is not contrary to this. The *Galloway* case affirmed a board's action because there was evidence before

the board that the grievance procedure had been complied with. In the case at bar, the only possible finding of the arbitration board was that the union had not complied with the grievance procedure.

The Supreme Court of Canada allowed the company's appeal and quashed the decision of the arbitration board that would have waived the admitted fact that the union's notice to arbitrate was out of time. *Regina v. Weiler et al. ex parte Union Carbide Canada Limited*, 68 CLLC, para. 14,137.

### Alberta Supreme Court (Appellate Division)

The Appellate Division of the Alberta Supreme Court decided on September 5, 1968, to quash an order of the Alberta Workmen's Compensation Board on the ground of excess of jurisdiction. The board had ordered an employer to make a payment to the accident fund because the death of an employee, who was not using safety equipment required by the board's safety supervisor, "was due entirely or mainly to the failure of the employer to comply with the directions of the board or with the regulations" made under the Alberta Workmen's Compensation Act. The Court held that a requisition written by the safety supervisor was not a direction or regulation of the board within the meaning of the Act. The board, having held to the contrary, exceeded its jurisdiction. Despite the presence of a privative clause in the Act, a superior court has an inherent jurisdiction to quash a decision of the board in which the board exceeds its jurisdiction.

An employee of Foster Wheeler Ltd. was killed on February 16, 1966 on a construction site at Tar Island, Alta. At the time, Foster Wheeler Ltd. was engaged in the construction of some very large boilers, part of a plant being built by another company. The deceased employee was working as a rigger; his duty was to set swing stage platforms for the fitters and welders who were placing and welding platens of pipe into position to form the walls of the boilers.

A safety supervisor of the Alberta Workmen's Compensation Board had inspected the construction site three weeks previously. After inspecting the site, he delivered a written requisition to Foster Wheeler's general superintendent. Part of the requisition required workmen to wear life belts and line grabs attached to an independently anchored ¾" manilla life line while employed on swing stages. The

employee who was killed on the site on February 16, 1966, had fallen a considerable distance after one end of a swing stage he was moving became disengaged. The deceased employee had not been instructed by his foreman to use a safety belt attached to a life line. The deceased was not using a safety belt, although there was a belt on the stage from which he fell.

The board held a hearing to determine whether or not a contribution to the accident fund should be levied against Foster Wheeler Ltd. The board's safety supervisor said at the hearing that he had discussed at great length the requisition regarding swing stages with the company's general superintendent. The safety supervisor said that he had pointed out the need for making it a definite policy to have the men on swing stages wear life lines and safety belts.

The company's general superintendent stated at the hearing that he felt that the requisition regarding swing stages did not apply to riggers, that he had no intention of requiring riggers to wear safety belts, and that he felt that safety lines interfered with the riggers' work. He had not advised the board's safety supervisor of these views, however.

The foreman of the construction site, who was a rigger, said at the hearing that there was no reason why riggers could not wear a safety line; it would not interfere with their work.

The board found that the language of the safety supervisor's requisition quite clearly applied to all men working on swing stages, whether they were employed as riggers or otherwise. The board was of the opinion that the death of the employee of Foster Wheeler Ltd. was "due to the company's failure to comply with the requisition", because, had the deceased employee been required to wear a safety belt, he would not have been killed. Under the authority of the Alberta Workmen's Compensation Act, the Board ordered a levy of \$3,500 against Foster Wheeler Ltd.

#### Levy Appealed

Foster Wheeler Ltd. applied by way of *certiorari* to the Alberta Supreme Court to quash the order of the Alberta Workmen's Compensation Board. The application was dismissed. The company then appealed to the Appellate Division.

To Chief Justice Smith, speaking for the Appellate Division, it appeared that the board had come to the conclusion that "the accident was due entirely or mainly to the failure of the employer to comply with the directions of the Board or with the regulations made under the Alberta Workmen's Compensation Act." The question



therefore arose whether the requisition of the board's safety supervisor was "directions of the board" or "regulations of the board."

The board contended that the provisions of the Act were wide enough to enable their safety supervisor to issue directions for the board and that the requisition was such a "direction." The board, or any member of it, or any person authorized by it for that purpose, might make an inspection. The board might "order the installation or adoption of such appliances or devices" as were "in the opinion of the board necessary for the prevention of accidents." It was clear that the board's safety supervisor himself, having inspected the site and having attended a safety meeting with some of the employees, composed, wrote and delivered the requisition to Foster Wheeler's general superintendent.

Chief Justice Smith, however, was satisfied that the requisition was not a direction of the board, and that the provision was not broad enough to authorize the safety supervisor to issue such a direction on behalf of the board. The board did not contend that there had been any delegation of authority from it to the safety supervisor to issue such a direction.

In determining whether the safety supervisor had enacted a "regulation," Chief Justice Smith looked at definitions of the word. He considered the general definition in Jowitt's *Dictionary of English Law* to be clear and satisfactory. "Regulations" are defined in the dictionary as "subordinate legislation by government departments under the authority of Acts of Parliament." "Regulations" are defined in the Alberta Workmen's Compensation Act as being "made by the Board under the authority of this Act, so long as and to the extent that they, under and by the said authority, remain in effect."

To Chief Justice Smith it was clear that the word "regulation", as used in the Workmen's Compensation Act, means a regulation as defined in the Alberta Regulations Act, S.A. 1957, c. 78. The Regulations Act requires that regulations be registered with the Registrar of Regulations and published in the *Alberta Gazette*. Chief Justice Smith found that the requisition of the Board's safety supervisor had not been published in the *Alberta Gazette*; he thought it proper to infer that the requisition was not registered under the Regulations Act.

He concluded: "I am satisfied that the board itself must enact regulations, whether of general or special application, and that the report made by the safety supervisor was not a regulation of the board. I fail to see how it can possibly fall within the definition of 'regulation' in the Regulations Act, or within the definition of 'regulation' in Lord Jowitt's

Dictionary; it can hardly be described as 'subordinate' legislation by a government department 'under the authority of Acts of Parliament.'"

### Question of Jurisdiction

Having concluded that the safety supervisor's requisition was not a direction or regulation of the board, Chief Justice Smith turned to the question of whether the board had exceeded its jurisdiction in ordering a levy against Foster Wheeler Ltd. as a contribution to the accident fund. The issue in the Alberta case of *R. ex rel. Davies v. McDougall Construction Co. Ltd.*, (1930) 1 D.L.R. 621; (1929) 3 W.W.R. 650, was found to be very similar to the main issue in the case at bar. The relevant legislation in the McDougall case, the Alberta Workmen's Compensation Act (Accident Fund), R.S.A. 1922, c. 177, contained a privative clause that read: "The board shall have exclusive jurisdiction to examine into, hear and determine all matters and questions arising under this Act, and the action or decision of the board thereon shall be final and conclusive and shall not be open to question or review in any Court."

Another provision of that Act stated: "The board may make such regulations and prescribe such forms as may be deemed expedient for carrying out the provisions of this Act."

In the *McDougall* case, former Chief Justice Harvey said that: "The board's jurisdiction is limited to 'matters arising under this Act' and its regulations are to be for the purpose of 'carrying out the provisions of this Act.'"

"It would be unreasonable to think that when the legislature created a board with extensive powers such as this, without control other than that of its creator, it intended to permit it to act even beyond these powers, but on the other hand it must be assumed that it considered it had the right to rely on its Superior Court to exercise the power that it possesses to prevent where necessary any acts of any board beyond its jurisdiction. If the board's acts have been in excess of the authority given it by the Act, I have no doubt this Court may so declare and prevent effect being given to them."

In the *McDougall* decision, it was concluded that the questioned regulation of the board was unauthorized and invalid.

In the case at bar, Chief Justice Smith was of the view that the *McDougall* case still contains an accurate statement of the law and is consistent with a number of recent cases in the Supreme Court of Canada, including the cases of *Toronto Newspaper Guild v. Globe Printing Co.* (L.G. 1953, p. 1174); *Farrell et al. v. Workmen's Compensation Board* (L.G. 1962, p. 539); *Workmen's Compensation Board v. Rammell*, (1962) 31 D.L.R. (2d)

94; (1962) S.C.R. 85; (1962) 37 W.W.R. 49; *Commission des Relations Ouvrières du Québec v. Burlington Mills Hosiery Co. of Canada Ltd.* (L.G. 1965, p. 52); *Re Galloway Lumber Co. Ltd. and British Columbia Labour Relations Board et al.* (L.G. 1965, p. 537); and *Jarvis v. Associated Medical Services Ltd.* (L.G. 1964, p. 588).

The relevant legislation in the case at bar, the Alberta Workmen's Compensation Act, R.S.A. 1955, c. 370, contains a privative provision in Sec. 10(1): "The board has exclusive jurisdiction, either with or without notice to any person or persons interested, to examine, inquire into, hear and determine, all matters and questions arising under this Act, and the action or decision of the board thereon is final and conclusive and is not open to question or review in any court, and no proceedings by or before the board shall be restrained by injunction, prohibition or other process or proceedings in any court or are removable by *certiorari* or otherwise into any court, nor shall any action be maintained or brought against the board or any commissioner in respect of any act or decision done or made in the honest belief that it was within the jurisdiction of the board."

### Board Exceeded Jurisdiction

It was clear to Chief Justice Smith that the board had made an error in law in statutory interpretation and had exercised power beyond that conferred by the statute. The board had power to compel a contribution by the employer only if the "accident was due entirely or mainly to the failure of the employer to comply with directions of the board or with the regulations made under the Act," but the safety supervisor's requisition was not a direction or a regulation of the board. Chief Justice Smith concluded: "This, in my opinion, was a 'collateral' or 'preliminary' or 'jurisdictional' question, and the superior court has jurisdiction to hold that the Workmen's Compensation Board exceeded its jurisdiction. In my view, it is clear that the extent of the board's jurisdiction to levy and collect a portion of the cost of compensation was fixed by the Act and that jurisdiction cannot be enlarged by a mistaken view of the statutory provision. The board's order was made in excess of its jurisdiction."

The Appellate Division of the Alberta Supreme Court allowed the appeal of Foster Wheeler Ltd. and quashed the order of the Alberta Workmen's Compensation Board that would have levied a contribution to the accident fund by the company. *Regina v. Workmen's Compensation Board, Ex parte Foster Wheeler Ltd.*, (1968) 70 D.L.R. (2d), Part 4, p. 313; (1969) 66 W.W.R., Part 2, p. 79.



# Decisions of the Umpire

CUB 2793

The claimant, a pulp mill worker, became ineligible for unemployment insurance when a pulp mill where he worked closed down in sympathy with a sawmill strike, and he could not prove that he was not involved in the dispute.

The same company owned the two mills. The employees of the sawmill were represented by the International Woodworkers of America, and the pulp mill employees were represented by the Pulp and Paper Workers of Canada.

At an appointed time, the sawmill employees set up a picket line at the main artery leading to both mills. The pulp mill employees came to work for their midnight shift, and when the day shift workers did not report, the night crew continued to work until 4 p.m. When no one relieved the night crew, the management was forced to close the pulp mill.

The claimant, an official of the Pulp and Paper Workers union, said that the company and PPW union officials had met and that the company was served with a 48-hour strike notice by the IWA. He stressed that the company at that time had decided that, as a shutdown of the pulp mill was contemplated in the near future, it would close the mill as soon as an IWA picket line had assembled at the one road that lead to both mills. The company was apparently asked if the IWA could place a picket line on the sawmill road so that it would not affect the other mill, but this was refused.

At the company's request, the PPW officers agreed to make arrangements with the IWA to permit necessary crews through the picket line so that the pulp mill could be shut down in an orderly manner. The president of PPW was given a list of job categories and the approximate time needed to close the mill. Arrangements were made for two PPW officers to be present on the strike line to explain which pulp mill workers should be allowed to work. The IWA started its picket line at 7 p.m. and the two

officers were present when the shift changed at midnight; but with the arrival of the day crews, it became impossible for the union men to explain to everyone which men were required in the pulp mill and which were not. Some men were turned back and others were given wrong information. A number of the men who had come on at midnight were not relieved, and, under the provisions of the labour agreement in force at the pulp mill, were obligated to continue working until 4 p.m.

The union then contacted the necessary number of men, and the mill was closed in an orderly manner.

"In view of these circumstances," the claimant said, "it is hoped that none of our members will be disqualified [from receiving] unemployment insurance benefits."

The company's industrial relations manager contended that PPW members were not eligible for unemployment insurance benefits because it had been agreed that the mill would be closed for one week only. The company's fears that market conditions might force further shutdowns did not materialize, he said, and the mill resumed operations after the brief shutdown, only to be forced to close again when the pulp mill employees did not come to work.

The claimant still maintained that PPW did not have any dispute with the company, and had asked that the picket line be placed on the sawmill road artery so that the pulp mill workers would not be involved in the dispute when they crossed the general picket line. This request, he said, had been refused by the company.

The board of referees decided that the claimant lost his employment because of a labour dispute and that he should not be disqualified under the Unemployment Insurance Act. They allowed the appeal.

In his appeal to the umpire, the unemployment insurance officer said in part that "the board's decision does not appear to have given full weight to the facts


indicating that the company would have continued to operate the pulp mill if the pulp mill workers had been prepared to continue to work."

The umpire then received a statement of observations, four affidavits and several exhibits that were submitted on behalf of the employer. When the appeal was heard in the presence of lawyers for the claimant, the union, the company and the Commission, the lawyer for the claimant protested that the employer "had no status at all in the case," that the affidavits contained no new facts, and that if they did, the case should be referred back to the board of referees. He pointed out also that the hearing was not a trial *de novo*, and that the board's decision on a question of fact was binding on the umpire.

In dealing with these objections, the umpire said that an employer is a person having "an immediate interest," and is therefore entitled to file a statement of observations. This did not mean, he said, that any party could withhold evidence from one inquiry and present it to a later one as new information. Even the findings of the board of referees were not binding on the umpire, he said, especially if he discovered that the facts did not support their findings, or that the board had overlooked or misinterpreted some material.

Turning his attention to the case, the umpire said that the pre-strike discussion between the PPW officers and the company left no doubt that the pulp mill workers would honour the sawmill picket line if it were set up on the main artery leading to the company property.

He said that the work stoppage at the pulp mill was the direct result of the picket line. "There was a voluntary withdrawal of labour by the pulp mill workers in honouring the picket line, and I find, consistent with established jurisprudence, that this amounted to participation by them in the labour dispute with their employer. Therefore, my decision is to reverse the decision of the board of referees and to allow the insurance officer's appeal."



# Railway Arbitration

## Cases 137 to 141

Five disputes were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on January 14, 1969. The cases involved yard-crew sizes, contracting-out, company control over a union notice board, rates of pay in feeding cars, and deduction of time from a crew's claim.

The arbitrator dismissed the grievances in four cases. Summaries of the five cases follow.

### CASE NO. 137

Dispute between the Canadian National Railway Company and the Brotherhood of Railroad Trainmen over whether the company violated the collective agreement by not using a full crew consisting of one foreman and two helpers on two shifts.

Four yardmen each claimed eight hours at yard helper's pro rata rate of pay for a day when a self-propelled trackmobile was operated on two shifts. A yard foreman was used with the trackmobile on each shift. The brotherhood contended that a full crew, consisting of a yard foreman and two yard helpers, should have been used.

The article to which the brotherhood referred calls for a three-man yard crew except where special arrangements are made. But the arbitrator asked, "Was a 'yard crew' required at all in the circumstances of this case?" The arbitrator then referred to two previous arbitration cases involving self-propelled equipment. In

these cases, the arbitrator ruled that this equipment was not subject to the article of the agreement, and the arbitrator in this case found that there was no substantial difference with the present case.

The arbitrator noted that "the brotherhood has from time to time given indications that it does not regard (the article) as applying, at least in general, to situations involving the use of self-propelled equipment. In the most recent negotiations, the brotherhood has asked that a trackmobile crew consist of a yard foreman and one helper. The Canadian Railway Board of Adjustment No. 1 has ruled that this was the size of the crew for trackmobile operation "in a particular location." The arbitrator dismissed the grievance.

### CASE NO. 138

Dispute between the Canadian National Railway Company and the Canadian Brotherhood of Railway, Transport and General Workers over the use of shore-based, non-railway workers to work on ships while the ships are in port.

The brotherhood protested a company proposal to contract out the cleaning of parts of passenger ships while the ships were in port. The company went ahead and re-introduced a former work method by employing 12 women in two ports to clean public areas of the ships, contending that the work did not come under the jurisdiction of employees represented by the brotherhood.

The work performed by the women was

work that had previously been done by railway employees, but no member of the bargaining unit had been displaced. The company found that there was not enough time during turnaround to allow the regular staff to do the work.

The arbitrator found that there was nothing in the collective agreement that implied a prohibition of contracting-out. He said that no such prohibition was contemplated by the parties to the present agreement. The brotherhood, he said, had sought on three occasions for the insertion of provisions related to contracting-out, but there was none in the present agreement, "and in all the circumstances I can only conclude that none was intended." He dismissed the grievance.

### CASE NO. 139

Dispute between the Canadian National Railway Company and the Canadian Brotherhood of Railway, Transport and General Workers over the suspension of a warehouseman who refused to move a notice from the local's notice board.

The warehouseman, the local chairman, placed a notice on the notice board telling fellow workers not to use certain coding booklets. The company considered the notice inflammatory, and the warehouseman was asked to remove the notice. The company removed the notice when the warehouseman refused. Next day he posted another notice telling what had happened. He was then suspended for five days.

The collective agreement says that a notice board should be supplied by the employees for their use; and it is the property of the union. The company contended that any notices other than those concerning union meetings or social events must be approved by a company official. To support this position, the company referred to a directive issued in 1959, and on instructions governing the use of the boards sent to a number of general managers in 1925.

But the arbitrator said that company directives cannot alter the meaning of an article in the collective agreement, and that the policy expressed in the directives was not in accordance with the provisions of the article. The notices, he said, must be of interest to employees, and the notices in question were. "In my opinion they are not 'inflammatory' and do not incite employees to any violation of the collective agreement." The arbitrator concluded that the warehouseman did not make improper use of the notice board and found no evidence that operations were affected by the notice. "I am unable to conclude that the grievor's refusal to remove the notice was improper." The arbitrator allowed the grievance.



## CASE NO. 140

Dispute between the Canadian Pacific Railway Company (S.D., P.C. and N.S.) and the Brotherhood of Railroad Trainmen over the right of the company to pay buffet car rates of pay to employees working on certain dome-parlour cars.

The cars in question have 19 lounge seats in the parlour section and 23 seats in the feeding section, and buffet car rates are paid to employees working in these cars. The company considers that these cars are coffee shop cars as provided in the collective agreement. The cars are dual-service cars, not entirely devoted to meal service.

The car serves the same type of food as the food served in a coffee shop car, as stated in the collective agreement. The food served is not an "elaborate menu of five courses" as served in the cafe car but the brotherhood asked for cafe car rates to be paid in the dome-parlor cars.

The arbitrator concluded that the cars in question are coffee shop cars and that the employees are properly paid buffet car rates. The grievance was dismissed.

## CASE NO. 141

Dispute between the Canadian Pacific Railway Company (S.D., P.C. and N.S.) and the Brotherhood of Railroad Trainmen over the right of the company to deduct time from the claims of a crew.

The crew arrived at its destination at 2 a.m., 2 hours and 55 minutes late, and claimed continuous time until arrival. Time beyond the regular arrival time of the train was disallowed by the company.

The brotherhood contended that the company was in violation of two articles of the collective agreement. The first says that "time will be computed as continuous from time required to report for duty at designated terminal until released at other designated terminal subject to deductions for rest periods en route and at turn-around point. No deductions for release time less than two hours will be made." The other article states that "where overnight travel is involved, a maximum of eight hours may be deducted for rest between the hours of 10 p.m. and 6 a.m."

The arbitrator, in reaching his decision, relied on the results of three other cases. In one of these cases, it was held that the deduction of two hours and one minute's rest was properly made.

The results of the other cases apply "precisely in the instant case," the arbitrator said. "It was not argued that those decisions are wrong, and in my opinion, I should follow such decision unless persuaded that they are wrong." So he concluded that payment was made in accordance with the agreement.

## Wage Behavior

*Continued from page 219*

trade have followed the manufacturing "pattern?"

The cost-push doctrine assumes that "pattern-setting" or "key" industries initiate high wage increases that are passed on to other industries. This, however, has not yet been statistically demonstrated in Canada. Although the limited Canadian research into the subject does not decisively prove that there is no "spillover" phenomenon in Canada, the existence of widespread wage spillover in Canada will need a lot of proving.

Whatever the possible absence of wage spillover may mean for the validity of the wage-push doctrine in Canada, it does have a significant bearing on efforts to influence wage behaviour through guidelines. The successful application of guidelines requires effectively influencing "key" wage decisions, the effect of which will be transmitted throughout the economy. If no such transmission takes place, guidelines will need reinforcement by other forms of voluntary persuasion if they are to be successful.

The Canadian wage system has exhibited more flexibility and greater responsiveness to changing economic circumstances than has generally been the case in the western European countries and even in the United States, Mr. Porter said. Canadian wages appear to be somewhat more sensitive to inflation and less to unemployment than European wages, suggesting an upward flexibility in our wages. The wages appear to show a stronger association with employment change than is the case in Europe, and Mr. Porter believed this to be true in the matter of shifting skill and occupational requirements.

The Canadian labour market, he said, is a pretty restless one. Young people change jobs frequently in their first years of employment, and a good many workers covered by unemployment insurance change jobs at least once a year. Mr. Porter estimated that the rate of emergence of new jobs and skills is relatively higher in Canada than in most western European countries. Indeed, he said, Canadian labour markets are in a state of dynamic disequilibrium.

Relative wages, he said, have a function in retaining workers in their present employment, and because there is evidence of greater changes in employers' labour requirements and of workers' job aspirations in Canada than in many other countries, we must expect frequent shifts in relative wages. Mr. Porter agrees that an incomes policy that does not manage to adjust earnings differentials to the shifting demand for labour "may well get into trouble."

## Wage Schedules Prepared In December

During December, the Department of Labour prepared 203 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 192 contracts in these categories were awarded. In addition, 164 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
C.M.H.C.	1	\$ 1,573.12
Defence		
Production	54	125,985.00
Post Office	7	273,817.89

During December, the sum of \$5,310.13 was collected from 19 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 162 workers concerned.

## Salaries Replace Wages In Pulp and Paper Industry

Weekly salaries instead of hourly rates have been approved by Local 972 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers in a new agreement with Nova Scotia Pulp Ltd., Port Hawkesbury, N.S. Other eastern Canadian newsprint companies have also converted to weekly salaries. (L.G., Oct. 1968, p. 575). The new agreement calls for a general increase equivalent to 45 cents an hour spread over the three years of the contract. By January 1, 1971, the base wage rate will be \$3.08 an hour and the tradesman rate will be \$4.26 an hour. The contract covers 424 union members.



# Certification

## *Before the CLRB*

The Canada Labour Relations Board met for two days during January. It granted three applications for certification, rejected two, and ordered one representation vote and the revocation of a previous certification. During the month, the Board received seven applications for certification and one application for revocation.

### **Applications for Certification Granted**

1. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by Veteran Transfer Ltd., Edmonton, Alta. (L.G., Feb., p.104). D. MacMurchy, *et al.*, employees of the company, had intervened.

2. International Longshoremen's Association, Local 1931, on behalf of a unit of employees of Albert G. Baker Limited and Eastern Canada Stevedoring Ltd., employed in the Port of Quebec, Que. (L.G., Feb., p. 104).

3. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of personnel employed in the Yukon Territory by Foresteel Industries Limited, Montreal, Que. (L.G., Feb., p. 104)

### **Applications for Certification Rejected**

1. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and B.D.C. Ltd., Vancouver, B.C., respondent (L.G., Mar., p. 175). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board.

2. United Steelworkers of America, applicant, and Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent (L.G., Jan., p.33). The application was rejected because the Board was of the opinion that the crew clerks applied for do not comprise a unit separately appropriate for collective bargaining.

### **Representation Vote Ordered**

1. Office and Professional Employees' International Union, Local 265, applicant, and J. C. Malone & Company (1959) Limited, Trois-Rivières, Que., respondent (L.G., Jan., p. 33) (Returning Officer: S. T. Payne).

### **Revocation of Certification Ordered**

Following upon evidence adduced in other proceedings at a hearing on January 15, 1969, the Board directed the revocation of a certificate granted by the Board on September 16, 1959 to the North Shore Railway Association on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G. 1959, p. 1176). The Board stated that it was of the opinion that the association no longer represents the majority of the employees for which it was certified.

### **Applications for Certification Received**

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of R E A Express (Canada) Ltd., Mississauga, Ont. (Investigating Officer: K. Hulse).

2. Office and Technical Employees' Union, Local 15, Office and Professional Employees' International Union, on behalf of a unit of office personnel employed by Gill Interprovincial Lines Ltd., North Burnaby, B.C., in its Vancouver terminal (Investigating Officer: D. H. Cameron).

3. Winnipeg Flying Club Instructors' Association, on behalf of a unit of flying instructors employed by the Winnipeg Flying Club, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

4. Burin Seafood Workers, Local 1251, Amalgamated Meat Cutters and Butcher Workmen of North America on behalf of a unit of crew members working on fishing trawlers at Burin, Nfld., for Fishery Products Limited, St. John's Nfld. (Investigating Officer: W. J. Gilles).

5. General Truck Drivers' Union, Local 938, Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Tudhope Cartage Limited, Parry Sound, Ont. (Investigating Officer: H. A. Fisher).

6. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Nanaimo Marine

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Services Ltd., Nanaimo, B.C. (Investigating Officer: D. H. Cameron).

7. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Reid Towing Company, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

### **Application for Revocation**

Fleet Express Lines Ltd., North Burnaby, B.C., applicant employer, and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union. The application seeks revocation of the Board's order of February 17, 1965, certifying the respondent union as the bargaining agent of a unit of drivers and other employees working in and out of the Vancouver terminal of Fleet Express Lines Ltd. (L.G. 1965, p. 340).

## **Insurance Registrations And Other UIC Statistics**

On December 31, insurance books or contribution cards had been issued to 4,918,442 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 394,640, a decrease of 192 since November 30, 1968.

During November and December, 44,442 investigations were finalized across Canada. Of these, 30,916 were investigations on premises and 6,228 were spot checks of claims to verify the fulfilment of statutory conditions. The remaining 3,193 formal investigations and 4,105 postaudit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 3,044.

Prosecutions were commenced in 361 cases, all against claimants.\* This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in December totalled \$55,652,120.58 compared with \$50,482,747.01 in November and \$36,406,398.89 in December 1967.

Benefits paid in December totalled \$30,800,219.41 compared with \$20,622,847.43 in November and \$26,580,681.74 in December 1967.

The balance in the Fund on December 31 was \$426,134,919.94 compared with \$401,283,018.77 on November 29 and \$369,641,146.33 on December 31, 1967.

\* These do not necessarily relate to the investigations conducted during this period.



# Conciliation

## *Before the Minister of Labour*

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Westinghouse Company Limited, Atomic Fuel Plant, Port Hope, Ont., and the International Union of District 50, United Mine Workers of America (Conciliation Officer: H. A. Fisher).

2. Canadian Freightways Limited, Calgary, Alta., and Los Angeles-Seattle Motor Express Incorporated, Burnaby, B.C., and Office and Technical Employees' Union, Local 15 (Conciliation Officer: D. H. Cameron).

3. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Plant Division) (Conciliation Officer: D. S. Tysoe).

4. MacCosham Van Lines (Calgary) Ltd., and the Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

5. MacCosham Van Lines (Edmonton) Ltd., and the Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).

6. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Traffic Division) (Conciliation Officer: D. S. Tysoe).

7. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Office and Technical Unit) (Conciliation Officer: K. Hulse).

8. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Clerical Division) (Conciliation Officer: D. S. Tysoe).

9. Bushnell TV Co. Limited, CJOH-TV, Ottawa, Ont., and National Association

of Broadcast Employees and Technicians (Conciliation Officer: H. A. Fisher).

10. John A. Snow, Willowdale, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: T. B. McRae).

11. North Shipping and Transportation Limited, Quebec, Que., and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

12. Consolidated Aviation Fueling and Services Limited, Montreal International Airport, Dorval, Que., and Lodge 2301, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

### **Settlements by Conciliation Officers**

1. McCosham Van Lines (Edmonton) Ltd., and the Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron) (see above).

2. General Aviation Services Ltd., Montreal International Airport and Lodge 2300, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier, reassigned to S. T. Payne) (L.G., March, p. 176).

3. Denison Mines Limited, Elliot Lake, Ont., and the United Steelworkers of America (Conciliation Officer: K. Hulse) (L.G., Feb., p. 105).

4. Nordair Limited, Montreal International Airport, and Canadian Air Line Pilots' Association (pursuant to Agreement Sec. 19.B.4, concerning rates of compensation to apply to the Boeing 737 aircraft) (Conciliation Officer: C. E. Poirier) (L.G., Feb., p. 105).

5. Canadian Transit Company, Windsor, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation officer: T. B. McRae) (L.G., Feb., p. 105).

6. New Brunswick Broadcasting Company Limited, (CHSJ-TV), and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. T. Cochrane) (L.G., Jan., p. 33).

7. Canadian Broadcasting Corporation, and Canadian Union of Public Employees (Conciliation Officer: C. E. Poirier) (L.G. Jan., p. 33).

8. Trove Transport Limited (maintenance division), Pembroke, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse) (L.G., Dec. 1968, p. 711).

9. Trove Transport Limited (maintenance division), Ottawa, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse) (L.G., Sept. 1968, p. 544).

### **Board Reports Received**

1. Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, United Packinghouse, Food and Allied Workers (L.G., Feb., p. 105).\*

2. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (Watchmen, Montreal, Que.) (L.G., Nov. 1968, p. 650).†

3. Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (L.G., Feb., p. 105).\*

### **Settlement by Mediation**

Major Canadian Railways and Associated Non-Operating Railway Unions (W. P. Kelly, Director, Conciliation and Arbitration Branch, acted as special mediator).

## **Negro Unemployment Shows Sharp Drop**

Unemployment in Negro ghetto areas in the United States declined sharply from October 1967 to October 1968. A report prepared by the U.S. Department of Labor's Bureau of Labor Statistics said that the unemployment rate for Negroes living in slum communities declined from 9.2 per cent to 6.9 per cent; conversely, the jobless rate for white slum dwellers "was not significantly changed" from 5.2 per cent a year ago, the report said.

A spokesman for the Department said that the reduced rate among the Negro unemployed indicated that federally sponsored Equal Employment Opportunity programs "may at least be making a dent in the ranks of the hard core unemployed." The greatest decrease in unemployment was among Negro teen-agers, whose unemployment rate dropped from 34.8 per cent to 25.9 per cent. The rate for white teen-agers continued at 14.8 per cent.

\* Full text appears in Supplement No. 1, 1969.

† Full text appears in Supplement No. 6, 1968.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

# Publications

## In the Library

List No. 241

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the Library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

### Annual Reports

1. ATLANTIC DEVELOPMENT BOARD. *Annual Report for the Fiscal Year 1967-1968*. Ottawa, Queen's Printer, 1968. Pp. 60.

"Published by authority of the Minister of National Health and Welfare, Ottawa."

2. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Annual Report for the Year 1967-68*. [Halifax ? 1968]. Pp. 31.  
Report year ends June 30.

3. AUSTRALIAN STEVEDORING INDUSTRY AUTHORITY. *Report and Financial Statements for Year ended 30 June 1967*. Sydney, 1968. Pp. 97.

4. CANADA. DEPARTMENT OF TRADE AND COMMERCE. *Annual Report of the Minister of Trade and Commerce under the Corporations and Labour Unions Returns Act. Part 1. Corporations, 1964. Rapport annuel du Ministre du Commerce présenté sous l'empire de la Loi sur les déclarations des corporations et des syndicats ouvriers. Partie 1 (Corporations), 1964*. Ottawa, 1968. Pp. 93.

5. CANADA COUNCIL. *Eleventh Annual Report, 1967-1968*. Ottawa, 1968. Pp. 167.

6. CANADIAN NURSES ASSOCIATION. *Countdown, 1968; Canadian Nursing Statistics*. Ottawa, 1968. Pp. 151.

Contents: Professional nursing personnel. Professional nursing education. Economic status of the nursing profession. Auxiliary nursing personnel. Related information.

7. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1968*. London, HMSO, 1968. Pp. 109.

8. GREAT BRITAIN. SOCIAL SCIENCE RESEARCH COUNCIL. *Report, April 1967/March 1968*. London, HMSO, 1968. Pp. 42.

9. QUEBEC (PROV.). BUREAU DE LA STATISTIQUE. *Conditions de travail dans les industries du Québec, 1966*. Québec, Ministère de l'Industrie et du Commerce, 1968. 2 volumes.

Contents: v. 1. Heures de travail, congés statutaires payés et travail supplémentaire. v. 2. Vacances payées et congés payés pour maladie.

10. QUEBEC (PROV.). WORKMEN'S COMPENSATION COMMISSION. *Fortieth Annual Report, 1967*. Québec, 1968. Pp. 85.

English and French, the latter inverted and with special title page.

QUEBEC (PROV.). COMMISSION DES ACCIDENTS DU TRAVAIL. *Quatrième rapport annuel, 1967*. Québec, 1968. Pp. 85.

Texte en français et en anglais.

11. U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION. *Second Annual Report [for the Fiscal Year ended June 30, 1967]*. Washington, GPO, 1968. Pp. 70.

### Civil Service

12. [GREAT BRITAIN. COMMITTEE ON THE CIVIL SERVICE, 1966-68]. *The Civil Service; Report of the Committee, 1966-68*. Chairman Lord Fulton. London, HMSO, 1968. 6 v. in 5.

Labour Library lacks Vol. 3.

Contents: v. 1. Report of the Committee, 1966-68. v. 2. Report of a management consultancy group. v. 3. Surveys and investigations. v. 4. Factual, statistical and explanatory papers. v. 5. (2 parts). Proposals and opinions.

### Collective Bargaining

13. ONTARIO. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *Collective Agreement Provisions in Ontario Hospitals*. Toronto, 1967. Pp. 123.

"A statistical analysis of many of the major provisions in 162 collective agreements in Ontario hospitals, covering 18,894 employees."



14. SCHNEIDER, BETTY V. H. *Canadian Trailblazer: the New Collective Bargaining Law*. Chicago, Public Personnel Association, c1968. Pp. 56.

Explains the major provisions of the Canada Public Service Staff Relations Act of 1967.

#### Economic Conditions

15. MacLEOD, BETTY BELLE (ROBINSON). *A History of Canadian Economic Development with Special Reference to Immigration*. Ann Arbor, Mich., University Microfilms, 1968. Pp. 446.

Thesis (Ph.D.)—Duke University, 1967.

"This is an authorized facsimile . . . produced by microfilm-xerography in 1968 . . .".

" . . . This dissertation is primarily a basic attempt to review and integrate . . . the readily available materials relating to immigration and Canadian economic development, indicating the more obvious interactions between them, and the most important influences which conditioned them."

#### Labour Organization

16. GREAT BRITAIN. ROYAL COMMISSION ON TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS. *Selected Written Evidence submitted to the Royal Commission (Confederation of British Industry, the Trades Union Congress and others)*. London, HMSO, 1968. Pp. v. 670.

For index to contents of this volume see the Commission's Index to published evidence (together with a list of Research papers).

This volume contains written evidence submitted by witnesses [to the Royal Commission] who gave oral evidence, which had not been previously published by H. M. Stationery Office, and written evidence of certain witnesses not called to give oral evidence.

17. ONTARIO FEDERATION OF LABOUR (CLC). *Report of Proceedings, 11th Annual Convention, Niagara Falls, Ontario, November 6th, 7th, 8th, 1967*. [Toronto, 1968 ?]. Pp. 75.

#### Women

18. CANADIAN LABOUR CONGRESS. *Submission to the Royal Commission on the Status of Women*. Ottawa, 1968. Pp. 28.

Title in French: Mémoire présenté par le Congrès du Travail du Canada à la Commission Royale d'Enquête sur la Situation de la Femme au Canada.

CONGRÈS DU TRAVAIL DU CANADA. *Mémoire présenté à la Commission Royale d'Enquête sur la Situation de la Femme au Canada*. Le 1<sup>er</sup> Octobre 1968. Ottawa, 1968. Pp. 37.

19. CANADIAN UNION OF PUBLIC EMPLOYEES. *Submission to the Royal Commission on the Status of Women in Canada*. Ottawa, 1968. Pp. 44, [1].

20. JUDEK, STANISLAW. *Women in the Public Service; their Utilization and Employment*. Ottawa, Economics and Research Branch, Canada Dept. of Labour, 1968. Pp. xx, 142.

Title in French: Les femmes dans l'administration fédérale; les emplois qu'elles occupent et l'utilisation de leurs compétences.

Contents: The female work force today. Growth and composition of public service employment. Promotion, training and earnings. Regularity of employment. Some characteristics and problems of female public employees. Sources of recruitment. Summary of findings and recommendations.

JUDEK, STANISLAW. *Les femmes dans l'administration fédérale; les emplois qu'elles occupent et l'utilisation de leurs compétences*. [Ottawa, Direction de l'économique et des recherches, Ministère du Travail, 1968]. Pp. 171.

21. LEWIS, EDWIN CLARK. *Developing Woman's Potential*. Ames, Iowa, Iowa State University Press, 1968. Pp. 389.

Contents: Introduction: revolution in a man's world. The girl grows up. Sex and abilities. The female personality. The homemaker. Women in the labor force. The employed woman. The working wife and mother. The career woman. The education of the high school girl. The college girl: who she is and why she's there. The use and abuse of higher education for women. Toward enlightened planning.

22. ONTARIO. WOMEN'S BUREAU. *Career Selector*. Toronto, Ontario Dept. of Labour, 1968. 1 vol. (various pages).

The occupations described in this book are listed in six sections: community and organization relations; communications and creative arts; health and paramedical; service careers; business, finance and office; and science and technical.

23. UNITED NATIONS. ECONOMIC COMMISSION FOR AFRICA. *The Status and Role of Women in East Africa*. New York, United Nations, 1967. Pp. 65.

Social welfare services in Africa, no. 6.

24. U.S. CIVIL SERVICE COMMISSION. *Federal Employment of Women*. Prepared for the Interdepartmental Committee on the Status of Women. Washington, GPO, 1966. Pp. 22.

25. U.S. CIVIL SERVICE COMMISSION. *Study of Employment of Women in the Federal Government, 1967*. Prepared for the Federal Women's Program. Washington, GPO, 1968. Pp. 235.

Presents statistical information on full-time Federal civilian white collar employment, and a comparison of 1967 data with 1966 data. Information is given by General Schedule and equivalent grades, by special occupation categories, by occupational group, and pay schedules are included.

26. U.S. INTERDEPARTMENTAL COMMITTEE ON THE STATUS OF WOMEN. *American Women, 1963-1968; Report*. Washington, GPO, 1968. Pp. 31.

This report deals with the progress in the status of women during the period 1963 to 1968. It summarizes the work of the Interdepartmental Committee on the Status of Women and comments on the contribution of the Citizen's Advisory Council on the Status of Women during these years.

Contents: Education and counseling. Home and community. Women in employment. Labour standards and the security of basic income. Legal rights and the responsibilities of citizenship. Continuing leadership.

27. U.S. NATIONAL INSTITUTE OF HEALTH. *Special Report on Women and Graduate Study*. Washington, GPO, 1968. Pp. 94.

Report of a study of 1961 women graduates from college to determine the obstacles to graduate study and the factors that might influence greater number of talented women to complete their advanced work for graduate and professional degrees. This report reports the most important findings of the study with particular emphasis on health and science fields.

28. U.S. WOMEN'S BUREAU. *Background Facts on Women Workers in the United States* September 1968. Washington, GPO, 1968. Pp. 17.

#### Miscellaneous

29. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Technological Change in Australia; Research Programme of the Department of Labour and National Service*. [Canberra ?]. 1968. Pp. 12.

30. CANADA. DEPARTMENT OF LABOUR. INTER-

NATIONAL LABOUR AFFAIRS BRANCH. *The ILO Today; Some Observations on its Present Role and Problems*. [Ottawa, 1968?]. Pp. 35.

Title in French: *L'OIT; quelques observations sur son rôle actuel et ses problèmes*.

CANADA. MINISTÈRE DU TRAVAIL. DIRECTION DES AFFAIRES INTERNATIONALES DU TRAVAIL. *L'OIT aujourd'hui; quelques observations sur son rôle actuel et ses problèmes*. Ottawa, 1968. Pp. 42.

31. ONTARIO. DEPARTMENT OF LABOUR. RESEARCH BRANCH. *Wages, Hours and Overtime Pay Provisions in Selected Industries, Ontario 1967*, prepared by Frank Whittingham. Toronto, 1968. Pp. 25.

"The data presented in this report describe a number of working conditions for non-supervisory employees in selected industries in the manufacturing, trade and service sectors of Ontario's economy. The working conditions covered include straight-time hourly wage rates, initial overtime pay provisions and weekly hours of work."

#### Periodical Articles

32. *The CLC Commission on Constitution and Structure*, by Larry Sefton. (IN INDUSTRIAL RELATIONS QUARTERLY REVIEW, Oct. 1968, p. 642-648).

33. *Collective bargaining and inflation*, by George Saunders. (IN INDUSTRIAL RELATIONS QUARTERLY REVIEW,

Oct. 1968, p. 553-569). Text in English and French.

34. *Collective bargaining perspectives*, by Alton W. J. Craig and Harry J. Waisglass. (IN INDUSTRIAL RELATIONS QUARTERLY REVIEW, Oct. 1968, p. 570-590).

Text in English and French.

35. *Future of bargaining*, by Harry Waisglass (Photograph of Mr. Waisglass included). (IN TEAMWORK IN INDUSTRY, July-Aug. 1968, p. 2).

36. *Mr. Mackasey goes to Ottawa*, by Christina Newman. (IN SATURDAY NIGHT, Feb. 1969, p. 28-31).

Mrs. Newman interviews the federal Minister of Labour.

37. *Provincial minimum wage rates*. (IN CANADA. DEPARTMENT OF LABOUR LEGISLATION BRANCH REFERENCE SERIES, Jan. 1, 1969).

38. *The Public Service Alliance of Canada*, by Claude A. Edwards. (IN INDUSTRIAL RELATIONS QUARTERLY REVIEW, Oct. 1968, p. 624-641).

Text in English and French.

39. *Theory and research in the field of industrial relations*, by Syed Hameed. (IN BRITISH JOURNAL OF INDUSTRIAL RELATIONS, July 1967, p. 222-236).

40. *Wage-price process in the Canadian manufacturing sector (1946-1963)*, by S.M.A. Hameed. (IN ECONOMIC STUDIES, July 1968, p. 3-27).

## Fundamental Social Rights And the Canadian Welfare Council

A guaranteed minimum income for all Canadians as a basic social right has been recommended by the Canadian Welfare Council in a special report titled *Social Policies for Canada*, released on January 28. The Council believes that this should take the form of either universal flat-rate payments, or of a negative income tax for anyone whose income falls below an established floor.

The Canadian Welfare Council review of social policies in Canada began in June 1967 after the establishment of a special project committee headed by Ottawa lawyer B. M. Alexander, a former president of the Council.

Believing that Canadians should have fundamental social rights in addition to civil and political rights, the Council made several recommendations:

- family and youth allowances should be substantially increased, with such allowances treated as taxable income, and

with a reduction in the \$300 income tax deduction for each dependent child. At present, family allowances range from \$6 to \$8 a child up to the age of 16, with youth allowances of \$10 paid to students aged 16 and 17.

- increases in the flat-rate old age security pensions should be equal to the full amount of consumer price increases rather than the current 2 per cent maximum annual increase.

- hospital insurance and medicare costs should be financed out of general revenues rather than through the payment of premiums.

- mental and tuberculosis hospitals should be included in hospital insurance coverage under the Hospital Insurance and Diagnostic Services Act.

- medicare should be extended in stages to include other health personnel such as dentists, opticians, occupational therapists, physiotherapists and clinical psychologists.

- insurance for loss of income through childbirth or sickness should be made available through a public, earnings-regulated sickness insurance program, or by requiring employers to provide salary continuation plans under private auspices.

- family planning and birth control information should be an integral part of public health and welfare programs.

- a nation-wide study of Canada's social security system should be undertaken jointly by the federal and provincial Governments.

A similar review of federal policies has been carried out for the Government by Dr. Joseph Willard, Deputy Minister of National Health and Welfare. His three-volume report is now before the Cabinet committee on social policy, and according to Health and Welfare Minister John Munro, could provide the basis for legislation presented to the House of Commons.



# STATISTICS SECTION

## Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*	January 18	7,891	- 0.6	+ 4.3
Employed	January 18	7,424	- 1.9	+ 4.6
Agriculture	January 18	451	- 3.4	- 1.1
Non-agriculture	January 18	6,973	- 1.8	+ 5.0
Paid workers	January 18	6,452	- 1.7	+ 5.2
At work 35 hours or more	January 18	5,903	- 3.2	+ 4.4
At work less than 35 hours	January 18	1,203	- 3.8	+ 6.0
Employed but not at work	January 18	318	+46.5	+ 2.3
Unemployed	January 18	467	+25.2	+ 0.6
Atlantic	January 18	63	+40.0	- 6.0
Quebec	January 18	187	+23.0	+12.7
Ontario	January 18	111	+27.6	- 7.5
Prairie	January 18	53	+17.8	+ 1.9
Pacific	January 18	53	+20.5	-10.2
Without work and seeking work	January 18	429	+25.1	+ 2.9
On temporary layoff up to 30 days	January 18	38	+26.7	-19.2
INDUSTRIAL EMPLOYMENT (1961 = 100)	December	121.6	- 3.2	+ 0.9
Manufacturing employment (1961 = 100)	December	121.2	- 2.3	+ 1.2
IMMIGRATION	Year 1968	183,974	—	-17.5
Destined to the labour force	Year 1968	95,446	—	-20.2
STRIKES AND LOCKOUTS				
Strikes and lockouts	January	65	+12.1	+16.1
No. of workers involved	January	10,155	-23.0	-48.6
Duration in man days	January	127,200	+21.2	-38.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	December	\$109.73	- 3.3	+ 7.1
Average hourly earnings (mfg.)	December	\$ 2.69	+ 1.5	+ 7.6
Average hours worked per week (mfg.)	December	37.7	- 7.8	- 2.6
Average weekly wages (mfg.)	December	\$101.48	- 6.6	+ 4.9
Consumer price index (1949 = 100)	January	122.6	+ 0.2	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)	October	119.2	+ 0.3	+ 3.8
Total labour income (thousands of dollars)	October	306.4	- 0.7	+ 9.0
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	December	162.8	- 4.6	+ 6.2
Manufacturing	December	159.4	- 6.7	+ 5.8
Durables	December	178.1	- 8.1	+ 4.1
Non-durables	December	144.0	- 5.3	+ 7.5
NEW RESIDENTIAL CONSTRUCTION†				
Starts	December	15,095	-20.8	+72.3
Completions	December	12,777	- 9.2	+30.9
Under construction	December	106,834	+ 2.2	+29.3

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

## Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

### A—Labour Force

TABLE A-1—Regional Distribution, Week Ended January 18, 1969

	<i>Canada</i>	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairies</i>	<i>British Columbia</i>
	(in thousands)					
THE LABOUR FORCE.....	7,891	626	2,221	2,947	1,309	788
Men.....	5,393	433	1,548	1,983	892	537
Women.....	2,498	193	673	964	417	251
14-19 years.....	724	60	206	245	140	73
20-24 years.....	1,167	119	378	383	185	102
25-44 years.....	3,409	238	984	1,314	527	346
45-64 years.....	2,381	193	600	919	417	252
65 years and over.....	210	16	53	86	40	15
EMPLOYED.....	7,424	563	2,034	2,836	1,256	735
Men.....	5,025	378	1,396	1,904	849	498
Women.....	2,399	185	638	932	407	237
Agriculture.....	451	22	90	123	201	15
Non-agriculture.....	6,973	541	1,944	2,713	1,055	720
Paid workers.....	6,452	493	1,787	2,537	973	662
Men.....	4,238	325	1,202	1,666	605	440
Women.....	2,214	168	585	871	368	222
UNEMPLOYED.....	467	63	187	111	53	53
Men.....	368	55	152	79	43	39
Women.....	99	*	35	32	10	14
PERSONS NOT IN LABOUR FORCE.....	6,579	723	1,936	2,215	1,042	663
Men.....	1,780	235	503	564	294	184
Women.....	4,799	488	1,433	1,651	748	479

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.



TABLE A-2—Age, Sex and Marital Status, Week Ended January 18, 1969

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER* .....	14,470	2,399	4,116	1,131	4,220	1,083	1,521
LABOUR FORCE.....	7,891	724	3,919	907	1,380	751	210
Employed.....	7,424	632	3,726	808	1,336	726	196
Unemployed.....	467	92	193	99	44	25	14
NOT IN LABOUR FORCE.....	6,579	1,675	197	224	2,840	332	1,311
PARTICIPATION RATE†							
1969—January 18.....	54.5	30.2	95.2	80.2	32.7	69.3	13.8
1968—December 14.....	55.0	32.1	95.3	80.1	32.9	69.8	14.6
UNEMPLOYMENT RATE‡							
1969—January 18.....	5.9	12.7	4.9	10.9	3.2	3.3	6.7
1968—December 14.....	4.7	9.1	3.9	9.0	2.4	3.1	5.9

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended January 18, 1969

	January 1969	December 1968	January 1968
(in thousands)			
TOTAL UNEMPLOYED.....	467	373	464
On temporary layoff up to 30 days.....	38	30	47
Without work and seeking work.....	429	343	417
Seeking			
Full-time work.....	408	320	400
Part-time work.....	21	23	17
Under 1 month.....	124	110	134
1-3 months.....	185	142	195
4-6 months.....	58	47	51
More than 6 months.....	62	44	37

SOURCE: Labour Force Survey, DBS.

## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals									Totals **
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—November.....	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December.....	69.3	718.9	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January.....	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February.....	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March.....	72.2	721.2	236.9	29.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April.....	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May.....	72.6	757.5	247.9	34.8	218.0	52.8	407.0	940.6	152.2	2,907.3
June.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	963.7	154.2	2,976.5
July.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	962.3	162.3	2,986.4
August.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	966.7	154.1	3,025.5
September*.....	73.6	799.8	266.1	41.7	251.7	54.5	422.8	980.3	165.8	3,087.1
October†.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	981.4	151.7	3,064.2
November†.....	75.2	799.7	265.8	40.0	230.1	54.2	440.1	990.9	148.9	3,063.9
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—November.....	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December.....	69.5	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January.....	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February.....	71.0	727.9	249.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March.....	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April.....	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May.....	72.9	756.9	247.4	37.8	217.8	53.6	408.0	942.0	147.5	2,907.6
June.....	72.3	754.5	246.8	39.1	215.2	52.6	408.7	949.5	147.6	2,908.7
July.....	73.9	755.5	239.7	35.2	214.8	52.7	412.3	953.7	152.8	2,913.6
August.....	73.4	764.0	251.1	36.9	216.4	52.4	418.4	960.9	154.2	2,950.3
September*.....	74.1	782.4	258.5	34.6	222.1	53.5	421.9	968.8	155.8	2,994.9
October†.....	75.1	785.3	261.2	34.6	215.8	53.8	427.0	972.2	156.6	3,004.8
November†.....	75.3	791.8	267.0	35.6	220.7	53.9	428.5	988.7	158.6	3,043.2

\*Revised. †Preliminary.

†Includes post office wages and salaries. \*\*Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, DBS.



## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at October 1968, employers in the principal non-agricultural industries reported a total employment of 3,715,778. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and

from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relates to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
Average						
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965†.....	114.3	116.3	91.01	117.2	116.2	94.78
1966†.....	120.7	123.1	96.30	123.5	122.8	100.13
1967†.....	122.6	131.4	102.79	123.2	130.6	106.53
1967—October.....	124.8	134.3	105.10	123.3	134.1	109.32
November.....	124.3	134.5	105.26	123.2	134.5	109.71
December.....	120.5	131.1	102.49	119.8	132.1	107.83
1968—January.....	118.6	135.6	106.10	119.8	135.3	110.30
February.....	117.1	137.0	107.17	117.8	136.5	111.31
March.....	118.0	137.5	107.57	119.4	136.7	111.48
April.....	119.3	139.3	108.97	120.2	140.2	114.33
May.....	122.7	139.8	109.39	122.0	140.2	114.35
June.....	124.6	140.5	109.92	123.3	140.1	114.23
July.....	124.0	140.5	109.93	121.8	138.8	113.20
August.....	126.9	141.8	110.92	125.3	140.4	114.48
September*.....	126.7	143.8	112.48	125.7	143.6	117.08
October†.....	125.9	144.2	112.83	124.6	144.7	118.01

\*Revised. †Preliminary.

†Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Oct. 1968	Sept. 1968	Oct. 1967	Oct. 1968	Sept. 1968	Oct. 1967
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	121.3	122.5	121.8	90.97	91.45	86.13
Newfoundland.....	128.1	126.3	130.0	99.29	101.26	93.22
Prince Edward Island.....	147.4	150.4	136.6	68.72	69.40	70.17
Nova Scotia.....	116.7	118.2	116.7	89.90	89.68	82.97
New Brunswick.....	119.9	122.8	121.3	88.96	89.43	86.59
Quebec.....	120.8	121.8	122.5	110.55	110.21	103.87
Ontario.....	129.5	129.7	126.3	117.24	116.71	108.23
Prairie Region.....	124.6	125.9	123.9	106.34	105.99	99.04
Manitoba.....	119.0	119.6	118.0	102.82	102.23	94.65
Saskatchewan.....	121.9	124.2	125.0	105.62	104.16	97.37
Alberta.....	130.4	131.9	128.4	109.34	109.60	103.15
British Columbia.....	131.8	133.7	129.4	123.35	123.24	116.40
CANADA.....	125.9	126.7	124.8	112.83	112.48	105.10
URBAN AREAS						
St. John's.....	145.2	144.3	150.2	88.85	88.57	82.39
Halifax.....	118.0	117.1	115.3	92.85	92.61	86.02
Sydney.....	101.9	102.9	102.0	97.38	97.19	95.17
Moncton.....	124.1	121.7	121.0	86.75	87.54	81.40
Saint John.....	111.5	111.6	109.5	91.33	91.61	88.77
Chicoutimi.....	109.5	108.7	109.6	127.46	126.70	122.07
Montreal.....	123.3	123.8	125.0	112.38	111.86	104.97
Quebec.....	118.9	118.8	117.2	94.67	94.66	89.66
Shawinigan.....	99.4	99.9	96.4	111.95	114.13	104.66
Sherbrooke.....	118.1	116.9	118.3	94.94	94.77	88.54
Trois-Rivières.....	112.2	113.5	116.2	103.78	103.93	97.61
Ottawa-Hull.....	133.1	131.9	125.5	105.35	104.56	97.96
Belleville.....	124.7	126.8	117.2	98.53	98.02	91.63
Brampton.....	267.7	264.7	257.5	115.91	115.79	106.20
Brantford.....	132.1	133.2	133.5	106.17	105.51	102.58
Fort William-Port Arthur.....	126.0	128.0	126.1	111.09	108.77	103.61
Guelph.....	138.5	139.6	137.5	107.23	106.26	97.51
Hamilton.....	119.2	122.4	120.7	120.62	118.77	111.03
Kingston.....	123.9	123.1	121.9	109.81	109.62	101.63
Kitchener.....	149.5	148.8	143.3	104.80	105.59	95.55
London.....	124.2	124.7	125.5	108.68	108.62	99.03
Niagara Falls.....	113.5	117.3	113.5	105.35	104.94	98.21
Oshawa.....	142.3	142.7	140.1	148.81	144.16	131.76
Peterborough.....	138.4	135.8	136.3	116.74	116.20	111.49
Sarnia.....	144.3	144.0	127.5	149.35	149.98	133.12
Sault Ste. Marie.....	121.3	122.3	119.2	127.17	124.81	121.86
Sudbury.....	118.5	118.0	110.4	138.84	138.02	127.67
St. Catharines.....	143.7	145.3	144.8	130.74	124.04	115.88
Timmins.....	74.0	74.0	81.3	99.39	101.51	94.77
Toronto.....	131.6	130.5	127.8	117.39	117.20	108.45
Welland.....	107.2	107.4	108.7	132.19	130.32	122.65
Windsor.....	158.6	157.7	146.8	136.75	140.98	121.07
Winnipeg.....	119.4	119.3	120.0	95.13	94.69	88.97
Regina.....	125.6	127.0	123.4	99.97	98.89	92.78
Saskatoon.....	150.5	153.0	151.1	102.29	100.66	93.98
Calgary.....	138.0	138.2	138.5	108.32	109.19	103.30
Edmonton.....	137.2	138.9	134.7	104.07	104.60	97.09
Vancouver.....	132.1	133.2	129.5	118.59	118.86	111.41
Victoria.....	122.8	123.1	125.8	103.09	105.15	98.07

\*Latest figures subject to revision.  
SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

						Trans- porta- tion, Commu- nication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services			Total Specified Industries
	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non- durables	Durables	Con- struc- tion				Non com- mercial Sector†	Com- mercial Sector‡	Public Adminis- tration**	
(in thousands)												
CANADA												
Oct. 1968*	71.7	120.5	869.5	804.0	401.2	655.1	1,007.4	284.2	925.3	630.3	280.4	6,049.7
Sept. 1968*	76.3	121.2	878.8	804.4	411.4	664.0	993.7	282.3	906.5	641.0	289.0	6,068.6
Oct. 1967	79.3	118.2	836.4	790.4	394.5	659.7	952.5	266.0	857.6	588.8	275.9	5,819.4
NEWFOUNDLAND												
Oct. 1968*	2.9	5.7	9.8	1.9	10.2	15.3	17.0	2.0	18.0	7.7	7.0	97.6
Sept. 1968*	2.6	5.8	10.3	2.1	10.7	13.9	16.7	2.0	18.1	8.3	7.1	97.7
Oct. 1967	3.7	5.5	9.9	2.6	11.6	16.2	16.6	1.8	16.7	6.7	6.5	97.7
PRINCE EDWARD ISLAND												
Oct. 1968*	—	—	2.6	0.6	2.3	3.3	4.2	0.6	4.7	1.8	1.6	21.6
Sept. 1968*	—	—	2.6	0.5	2.4	3.6	4.6	0.6	4.6	1.8	2.5	23.3
Oct. 1967	0.1	0.1	2.3	0.5	2.2	2.9	3.9	0.6	4.1	1.8	1.9	20.3
NOVA SCOTIA												
Oct. 1968*	2.8	7.0	19.0	14.6	15.1	21.0	32.0	6.7	30.9	14.2	17.9	181.2
Sept. 1968*	2.8	6.9	19.4	15.0	15.8	21.4	32.4	6.6	29.8	15.1	18.0	183.1
Oct. 1967	2.5	7.3	18.3	15.8	13.4	21.1	29.7	6.3	25.2	13.2	16.6	172.5
NEW BRUNSWICK												
Oct. 1968*	7.5	2.4	18.3	10.9	9.8	20.1	26.0	4.5	24.9	10.9	9.0	144.4
Sept. 1968*	9.2	2.6	18.9	10.9	10.1	20.4	25.1	4.5	24.3	10.5	9.5	146.0
Oct. 1967	9.1	2.7	17.6	10.7	11.4	21.8	23.5	4.2	23.2	10.5	8.6	143.4
QUEBEC												
Oct. 1968*	24.1	25.3	325.3	201.6	97.8	181.7	249.1	80.0	260.4	160.6	56.8	1,656.8
Sept. 1968*	25.6	25.7	327.5	201.1	96.6	185.3	245.0	79.2	255.5	163.4	57.3	1,662.3
Oct. 1967	29.1	26.3	312.9	196.9	93.2	182.6	239.4	74.1	241.9	163.2	62.2	1,621.8
ONTARIO												
Oct. 1968*	11.5	35.1	376.7	452.9	158.2	211.1	395.8	122.1	343.7	258.9	121.1	2,487.1
Sept. 1968*	11.3	35.5	380.2	452.2	159.9	212.3	388.9	122.2	336.9	261.2	126.0	2,486.6
Oct. 1967	12.6	34.4	363.7	443.8	147.0	213.9	374.0	117.1	314.6	230.3	113.4	2,364.8
MANITOBA												
Oct. 1968*	0.8	7.1	28.4	20.5	18.9	46.9	53.5	13.0	42.7	29.4	13.8	274.8
Sept. 1968*	0.9	6.9	28.3	20.4	18.9	47.5	53.3	12.9	42.6	30.2	14.2	276.0
Oct. 1967	0.9	6.5	27.3	20.0	17.9	46.7	53.2	12.2	42.0	28.4	13.8	268.9
SASKATCHEWAN												
Oct. 1968*	0.3	5.1	9.9	5.4	17.3	26.3	39.5	8.4	40.1	19.7	12.0	184.2
Sept. 1968*	0.4	5.1	10.3	5.6	17.2	27.2	39.7	8.2	39.0	20.0	12.1	184.9
Oct. 1967	0.2	5.3	9.8	5.8	18.0	27.3	38.4	8.2	38.6	17.9	13.3	182.6
ALBERTA												
Oct. 1968*	1.8	20.6	26.9	23.7	37.4	49.7	81.9	17.9	74.8	51.9	22.1	408.6
Sept. 1968*	2.1	20.4	26.8	23.6	39.5	50.9	80.7	17.8	73.4	53.2	23.0	411.5
Oct. 1967	1.7	18.6	26.3	25.4	40.1	49.7	75.7	15.9	69.5	47.0	21.2	391.2
BRITISH COLUMBIA												
Oct. 1968*	19.7	9.8	52.4	72.0	39.2	78.0	107.7	29.0	83.4	73.6	17.1	581.9
Sept. 1968*	21.3	9.8	54.3	72.9	39.1	79.6	106.5	28.3	80.7	75.6	17.1	585.2
Oct. 1967	19.3	9.6	48.4	69.0	39.2	76.2	77.7	25.6	77.4	68.7	16.3	547.5

\*Preliminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

\*\*Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASES: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Oct. 1968	Sept. 1968	Oct. 1967	Oct. 1968	Sept. 1968	Oct. 1967
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	110.0	110.5	108.6	142.80	141.13	132.52
Metals.....	102.2	102.9	103.3	143.71	141.87	131.76
Mineral fuels.....	102.6	102.2	103.6	147.94	148.17	139.86
Non-metals except fuels.....	121.4	124.0	117.4	133.97	130.98	123.21
Quarries and sand pits.....	112.9	116.0	120.6	122.78	123.16	113.82
Services incidental to mining.....	163.3	160.4	139.1	146.50	143.85	140.89
MANUFACTURING.....	124.6	125.7	123.3	118.01	117.08	109.32
Durable goods.....	134.9	135.2	133.1	128.29	127.87	117.74
Non-durable goods.....	116.2	118.1	115.4	108.36	107.09	101.49
Food and beverages.....	113.3	121.2	113.9	101.77	100.24	95.40
Foods.....	113.1	122.2	113.8	98.57	96.98	92.37
Beverages.....	114.5	114.9	114.6	121.67	122.06	114.17
Tobacco processing and products.....	91.0	91.3	95.7	125.11	124.33	111.21
Rubber products.....	124.8	124.4	124.7	123.42	121.68	114.50
Leather products.....	100.5	101.7	98.5	76.71	77.33	71.66
Textile products.....	120.7	119.3	117.5	97.68	97.94	90.44
Knitting mills.....	118.3	117.4	110.3	74.61	72.74	69.67
Clothing.....	110.6	110.8	109.5	72.50	70.47	67.10
Wood products.....	111.9	112.9	104.2	106.99	106.54	98.72
Furniture and fixtures.....	132.4	131.0	131.1	97.80	98.10	89.91
Paper and allied industries.....	118.4	118.1	118.8	136.05	134.87	128.31
Printing, publishing and allied industries.....	114.7	114.2	114.8	123.19	122.16	114.53
Primary metal industries.....	126.1	127.1	122.2	142.22	138.93	130.94
Metal fabricating industries.....	133.9	133.9	134.8	123.24	124.29	114.32
Machinery, except electrical.....	139.5	143.0	145.5	131.97	133.32	123.45
Transportation equipment.....	154.4	154.0	149.7	146.17	145.52	129.97
Electrical products.....	145.9	144.7	145.8	119.53	119.60	111.01
Non-metallic mineral products.....	122.1	122.2	122.3	126.99	125.59	117.12
Petroleum and coal products.....	103.3	104.1	102.1	168.82	170.37	160.70
Chemicals and chemical products.....	118.3	118.0	119.2	132.98	131.42	123.67
Miscellaneous manufacturing industries.....	143.8	141.9	136.6	100.38	99.55	94.29
CONSTRUCTION.....	130.9	133.9	132.6	143.51	145.05	134.74
Building.....	137.4	139.0	135.1	140.19	141.12	131.79
Engineering.....	119.8	124.9	128.5	150.07	152.59	140.13
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	111.7	113.0	112.4	125.07	124.81	115.92
Transportation.....	108.7	110.1	109.9	123.29	123.35	114.80
Storage.....	112.7	113.5	117.6	111.87	111.81	100.74
Communication.....	117.6	118.3	117.6	121.11	119.98	110.95
TRADE.....	132.0	130.3	128.9	88.27	88.18	81.82
Wholesale trade.....	124.6	124.2	123.2	111.40	110.61	102.12
Retail trade.....	136.2	133.6	132.0	76.52	76.59	71.31
FINANCE, INSURANCE AND REAL ESTATE....	132.0	131.7	128.4	108.37	107.84	99.17
Financial institutions.....	135.1	135.0	130.8	106.45	105.56	96.63
Insurance and real estate.....	127.7	127.4	125.1	111.11	111.10	102.74
SERVICE.....	163.0	164.4	158.6	80.05	79.62	76.44
Recreational services.....	148.6	152.2	140.9	70.61	70.65	67.16
Business services.....	180.0	178.0	168.4	123.28	123.17	117.81
Personal services.....	150.9	153.3	145.9	59.32	58.67	55.86
Miscellaneous services.....	189.5	191.5	199.2	85.73	86.81	85.21
INDUSTRIAL COMPOSITE.....	125.9	126.7	124.8	112.83	112.48	105.10

\*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct.	Sept.	Oct.	Oct.	Sept.	Oct.	Oct.	Sept.	Oct.
	1968	1968	1967	1968	1968	1967	1968	1968	1967
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	42.1	41.9	42.2	3.14	3.12	2.90	132.06	130.60	122.34
Metals.....	41.5	41.2	41.2	3.27	3.26	3.04	135.78	134.28	125.22
Mineral fuels.....	42.0	42.3	43.9	2.65	2.65	2.42	111.53	112.07	106.29
Non-metals, except fuels.....	43.2	43.0	43.2	2.95	2.91	2.73	127.45	125.23	117.83
Quarries and sand pits.....	48.7	48.4	49.3	2.46	2.48	2.28	119.84	120.19	112.54
Services incidental to mining.....	41.6	41.2	41.9	3.42	3.39	3.22	142.36	139.82	134.66
MANUFACTURING.....	40.9	41.0	40.8	2.64	2.62	2.45	108.16	107.43	99.88
Durable goods.....	41.8	41.8	41.4	2.86	2.86	2.64	119.60	119.56	109.35
Non-durable goods.....	40.0	40.1	40.1	2.42	2.38	2.26	96.78	97.39	90.61
Food and beverages.....	39.4	40.4	40.0	2.32	2.23	2.15	91.43	90.10	85.91
Foods.....	39.3	40.5	39.9	2.25	2.16	2.09	88.59	87.51	83.26
Beverages.....	40.0	39.9	40.7	2.86	2.83	2.62	114.28	112.94	106.68
Tobacco processing and products.....	37.0	37.4	36.8	3.06	3.06	2.74	113.18	114.28	100.85
Rubber products.....	42.6	42.1	42.4	2.73	2.71	2.56	116.08	114.01	108.38
Leather products.....	39.1	39.7	38.9	1.79	1.79	1.68	69.98	71.18	65.24
Textile products.....	41.8	42.0	41.8	2.08	2.08	1.91	86.77	87.29	79.77
Miscellaneous textiles.....	40.6	41.5	41.3	2.18	2.28	1.84	88.49	94.63	76.12
Knitting mills.....	41.5	40.5	41.2	1.59	1.58	1.50	66.14	63.99	61.85
Clothing.....	37.4	36.3	37.1	1.77	1.76	1.63	65.97	63.82	60.62
Wood products.....	40.4	40.4	40.4	2.52	2.52	2.33	102.06	101.71	94.15
Furniture and fixtures.....	43.0	42.8	42.6	2.12	2.13	1.96	90.94	91.07	83.45
Paper and allied industries.....	41.4	41.4	41.5	3.09	3.06	2.91	127.91	126.70	120.95
Pulp and paper mills.....	41.4	41.3	41.5	3.39	3.35	3.19	140.19	138.43	132.25
Printing, publishing and allied industries....	38.7	38.5	38.6	3.14	3.12	2.90	121.48	120.39	111.71
Primary metal industries.....	41.5	40.6	40.7	3.23	3.21	3.00	134.17	130.51	122.37
Iron and steel mills.....	41.2	39.5	39.9	3.40	3.34	3.15	139.98	131.81	125.46
Metal fabricating industries.....	41.5	41.9	41.4	2.81	2.81	2.60	116.48	117.82	107.44
Machinery, except electrical.....	41.4	41.9	41.3	2.94	2.99	2.77	121.76	125.09	114.43
Transportation equipment.....	43.0	43.1	42.3	3.21	3.20	2.88	138.11	137.84	121.80
Aircraft and parts.....	42.1	42.5	41.8	3.06	3.06	2.87	128.81	130.10	120.09
Motor vehicles.....	43.9	43.9	42.8	3.36	3.35	2.97	147.67	147.32	127.27
Assembling.....	45.7	46.3	52.	3.63	3.66	3.20	165.75	169.55	144.84
Parts and accessories.....	42.5	41.8	40.9	3.18	3.11	2.83	134.91	130.11	116.03
Shipbuilding and repairing.....	39.6	40.0	41.1	3.07	3.03	2.80	121.65	121.19	115.23
Electrical products.....	40.7	41.0	40.5	2.54	2.55	2.39	102.31	104.62	96.85
Communications equipment.....	40.3	40.6	39.9	2.41	2.43	2.31	97.24	98.46	92.08
Non-metallic mineral products.....	43.9	43.9	43.7	2.77	2.75	2.55	121.55	120.53	111.40
Petroleum and coal products.....	42.0	43.3	42.6	3.65	3.66	3.47	153.31	158.56	147.99
Chemical and chemical products.....	41.1	40.8	41.0	2.85	2.83	2.64	117.03	115.51	108.25
Miscellaneous manufacturing industries....	40.9	40.6	40.8	2.10	2.09	1.98	85.92	84.73	80.68
CONSTRUCTION.....	41.6	42.8	42.2	3.39	3.36	3.15	141.19	143.76	133.02
Building.....	39.5	40.4	40.3	3.48	3.45	3.23	137.80	139.35	130.03
General contractors.....	39.2	40.4	39.9	3.35	3.33	3.10	131.58	134.40	123.50
Special trade contractors.....	39.8	40.4	40.6	3.58	3.55	3.35	142.60	143.35	135.92
Engineering.....	45.6	47.6	45.6	3.22	3.20	3.03	146.98	152.31	138.41
Highways, bridges and streets.....	46.4	49.2	46.2	2.70	2.70	2.50	125.53	132.83	115.58
Other engineering.....	44.8	45.9	45.1	3.73	3.73	3.60	167.31	171.21	162.05
OTHER INDUSTRIES									
Urban transit.....	42.2	41.1	42.2	3.30	3.31	3.07	139.23	136.13	129.76
Highway and bridge maintenance.....	39.1	38.9	40.3	2.41	2.46	2.27	94.49	95.72	91.66
Laundries, cleaners and pressers.....	38.0	37.8	39.3	1.55	1.54	1.41	58.93	58.17	55.39
Hotels, restaurants and taverns.....	33.1	33.3	33.6	1.52	1.51	1.42	50.29	50.31	47.76

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
1965†.....	41.0	2.12	86.89	116.7	108.0
1966†.....	40.8	2.25	91.95	123.1	110.2
1967†.....	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—October.....	40.8	2.45	99.88	134.2	114.8
November.....	40.7	2.46	100.18	134.6	114.5
December.....	38.7	2.50	96.78	130.0	110.1
1968—January.....	40.0	2.49	99.52	133.7	113.1
February.....	40.4	2.49	100.53	135.0	113.2
March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.42	140.3	117.1
June.....	40.4	2.57	103.94	139.7	116.0
July.....	40.0	2.56	102.23	137.4	113.8
August.....	40.4	2.59	104.63	140.5	116.1
September*.....	41.0	2.62	107.43	144.3	118.9
October†.....	40.9	2.64	108.16	145.3	119.2

\*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Oct. 1968	Sept. 1968	Oct. 1967	Oct. 1968	Sept. 1968	Oct. 1967
				\$	\$	\$
Newfoundland.....	39.4	42.5	42.7	2.17	2.05	2.12
Nova Scotia.....	38.9	39.5	39.4	2.08	2.05	1.96
New Brunswick.....	40.6	42.0	42.1	2.12	2.11	2.07
Quebec.....	41.7	41.7	41.4	2.37	2.35	2.21
Ontario.....	41.2	41.2	41.0	2.79	2.77	2.57
Manitoba.....	39.8	39.8	39.8	2.37	2.35	2.20
Saskatchewan.....	40.1	39.8	39.5	2.83	2.80	2.52
Alberta.....	39.2	39.1	39.8	2.70	2.69	2.50
British Columbia.....	37.9	37.5	37.4	3.28	3.25	3.10

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).



## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower

Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 744, December 1968 issue.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1968—October.....	5,325,000	5,060,500	264,500
September.....	5,301,000	5,054,300	246,700
August.....	5,320,000	5,050,200	269,800
July.....	5,256,000	4,935,000	321,000
June*.....	5,262,000	4,970,900	291,100
May.....	4,727,000	4,405,600	321,400
April.....	4,859,000	4,284,000	575,000
March.....	4,894,000	4,237,100	656,900
February.....	4,864,000	4,204,500	659,500
January.....	4,881,000	4,247,700	633,300
1967—December.....	4,828,000	4,326,500	501,500
November.....	4,800,000	4,463,400	336,600
October.....	4,724,000	4,481,500	242,500

\*Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 a year.

**TABLE E-4—Benefit Payments, by Province, November 1968**

<i>Province</i>	<i>Weeks Paid</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	24,058	661,309
Prince Edward Island.....	3,372	86,008
Nova Scotia.....	32,264	846,153
New Brunswick.....	28,485	773,192
Quebec.....	192,267	5,319,383
Ontario.....	268,978	7,465,939
Manitoba.....	33,703	896,967
Saskatchewan.....	22,658	613,220
Alberta.....	33,166	923,328
British Columbia.....	105,693	3,037,348
Total, Canada, November 1968....	744,644	20,622,847
Total, Canada, October 1968....	777,269	20,842,853
Total, Canada, November 1967....	784,131	19,886,170

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, November 1968**

<i>Province</i>	<i>Claims Filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at the End of the Month</i>			
	<i>Total</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposal of</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	8,899	6,832	2,067	6,701	5,264	1,437	3,521
Prince Edward Island.....	1,507	1,242	265	858	607	251	744
Nova Scotia.....	8,153	6,233	1,920	6,576	4,872	1,704	2,727
New Brunswick.....	9,284	7,252	2,032	7,196	5,435	1,761	3,356
Quebec.....	56,072	39,210	16,862	48,613	34,617	13,996	20,890
Ontario.....	44,747	33,090	11,657	41,070	28,489	12,581	13,427
Manitoba.....	6,715	5,060	1,655	5,806	4,289	1,517	1,683
Saskatchewan.....	6,189	4,756	1,433	4,708	3,425	1,283	2,223
Alberta.....	8,174	6,045	2,129	7,698	5,125	2,573	2,060
British Columbia.....	21,104	14,966	6,138	19,980	12,332	6,648	6,011
Total, Canada, November 1968..	170,844*	124,686	46,158	149,206†	105,455	43,751	56,642
Total, Canada, October 1968..	117,469	80,392	37,077	109,763	70,850	38,913	35,004
Total, Canada, November 1967..	193,533	141,335	52,198	153,072	110,572	42,500	79,289

\*In addition, revised claims received numbered 30,333.

†In addition, 30,085 revised claims were disposed of. Of these, 2,568 were special requests not granted and 1,204 were appeals by claimants. There were 4,956 revised claims pending at the end of the month.

**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at November 29, 1968**

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	October 31, 1968	November 30, 1967
CANADA.....	341,604	181,549	78,541	47,628	33,886	264,518	336,627
Male.....	221,439	133,922	45,905	23,345	18,267	158,917	223,197
Female.....	120,165	47,627	32,636	24,283	15,619	105,601	113,430
NEWFOUNDLAND.....	14,370	9,414	2,598	1,513	845	8,187	12,005
Male.....	11,889	8,417	1,999	967	506	6,217	9,875
Female.....	2,481	997	599	546	339	1,970	2,130
PRINCE EDWARD ISLAND.....	2,265	1,585	339	215	126	1,024	1,623
Male.....	1,567	1,201	185	98	83	578	1,101
Female.....	698	384	154	117	43	446	522
NOVA SCOTIA.....	15,103	7,726	3,581	2,003	1,793	11,061	13,516
Male.....	10,897	5,859	2,445	1,268	1,325	7,462	9,749
Female.....	4,206	1,867	1,136	735	468	3,599	3,767
NEW BRUNSWICK.....	14,503	8,142	3,163	1,851	1,347	9,510	13,133
Male.....	9,811	5,573	2,193	1,138	907	6,427	9,390
Female.....	4,692	2,569	970	713	440	3,083	3,743
QUEBEC.....	116,902	64,260	25,820	15,723	11,099	90,885	114,147
Male.....	81,302	49,582	16,969	8,438	6,313	59,533	79,739
Female.....	35,600	14,678	8,851	7,285	4,786	31,352	34,408
ONTARIO.....	97,779	46,935	23,516	15,821	11,507	82,847	101,608
Male.....	53,196	30,130	11,096	6,271	5,699	43,427	57,570
Female.....	44,583	16,805	12,420	9,550	5,808	39,420	44,038
MANITOBA.....	12,674	6,942	2,732	1,666	1,334	9,321	13,796
Male.....	7,902	5,073	1,439	778	612	4,834	9,349
Female.....	4,772	1,869	1,293	888	722	4,487	4,447
SASKATCHEWAN.....	9,469	5,793	1,927	1,057	692	5,366	8,373
Male.....	6,605	4,722	1,094	473	316	2,882	5,909
Female.....	2,864	1,071	833	584	376	2,484	2,464
ALBERTA.....	15,022	8,693	3,029	2,087	1,213	10,965	13,479
Male.....	9,553	6,817	1,400	789	547	5,805	9,009
Female.....	5,469	1,876	1,629	1,298	666	5,160	4,470
BRITISH COLUMBIA.....	43,517	22,059	11,836	5,692	3,930	35,352	44,947
Male.....	28,717	16,548	7,085	3,125	1,959	21,752	31,506
Female.....	14,800	5,511	4,751	2,567	1,971	13,600	13,441

\*The bulk of the cases in this group were on claim from 27-39 weeks.



## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.7	127.4	119.7	120.4
1968—January.....	118.1	121.3	116.1	118.6	113.8	124.7	116.5	117.2
February.....	118.2	120.8	116.7	119.1	113.2	125.1	117.6	117.3
March.....	118.6	119.9	117.1	120.5	114.0	125.1	118.1	119.0
April.....	119.3	120.8	117.6	121.2	114.4	126.9	117.8	121.2
May.....	119.3	120.1	117.9	120.7	114.5	127.4	119.2	121.3
June.....	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July.....	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August.....	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September.....	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October.....	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
(1949 = 100)								
January.....	158.4*							

\*For an interim period the all-items index only will be published on both the 1961 and the 1949 base.

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of January 1969**

	<i>All-Items</i>			<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recrea- tion and Reading</i>	<i>Tobacco and Alcohol</i>
	<i>Jan. 1969</i>	<i>Dec. 1968</i>	<i>Jan. 1968</i>							
(1961 = 100)										
St. John's, Nfld.....	117.2	117.7	112.8	117.9	112.9	117.7	109.5	127.7	107.9	142.4
Halifax.....	115.8	115.9	112.3	123.5	109.6	119.9	106.0	130.8	120.5	113.0
Saint John.....	116.6	116.4	113.4	122.1	110.3	122.8	113.1	125.2	122.2	113.1
Montreal.....	120.1	120.0	116.9	125.5	112.2	118.7	116.7	124.8	136.1	124.9
Ottawa.....	120.3	120.2	116.3	125.4	112.1	122.3	117.4	131.9	125.9	125.1
Toronto.....	121.3	121.5	117.5	123.9	116.4	124.4	120.3	129.1	120.2	123.7
Winnipeg.....	120.4	120.3	116.9	123.5	111.1	127.8	116.9	136.8	123.1	128.1
Saskatoon-Regina.....	117.8	117.7	113.7	123.6	111.8	122.3	111.6	124.1	121.5	120.7
Edmonton-Calgary.....	119.1	118.9	114.7	122.9	113.2	123.6	115.8	131.7	123.9	114.3
Vancouver.....	116.8	116.8	113.9	121.7	111.5	121.2	114.7	125.7	115.5	112.4

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover

strikes and lockouts that amount to ten or more man-days. The number of workers includes all those workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**TABLE G-1—Strikes and Lockouts, 1963-69**

Month or Year	Strikes and Lockouts in Existence During Month or Year				
	Strike and Lockouts Beginning During Month or Year	Strike and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
*1968—January.....	24	56	19,758	207,390	0.16
February.....	42	76	49,069	590,840	0.46
March.....	37	83	41,296	682,180	0.53
April.....	42	86	41,751	324,790	0.25
May.....	64	116	30,993	410,710	0.30
June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
*1969—January.....	33	64	10,048	125,680	0.09

\*Preliminary

**TABLE G-2—Strikes and Lockouts, January 1969, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	28	200
Mines.....	4	772	5,670
Manufacturing.....	31	5,563	94,200
Construction.....	10	2,732	15,290
Transportation and utilities.....	4	279	1,550
Trade.....	9	506	6,100
Finance.....	—	—	—
Service.....	3	85	1,860
Public administration.....	2	83	810
ALL INDUSTRIES.....	64	10,048	125,680

**TABLE G-3—Strikes and Lockouts, January 1969 by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island.....	—	—	—
Nova Scotia.....	7	2,002	5,910
New Brunswick.....	1	89	1,930
Quebec.....	9	1,904	28,410
Ontario.....	34	4,700	77,080
Manitoba.....	—	—	—
Saskatchewan.....	1	520	2,080
Alberta.....	4	154	3,420
British Columbia.....	8	679	6,850
Federal.....	—	—	—
ALL JURISDICTIONS.....	64	10,048	125,680



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1969 (Preliminary)**

Industry, Employer — Location	Unon	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			January	Accumulated		
MINES						
<i>Metal</i>						
Griffith Mine, Bruce Lake, Ont.	Steelworkers Loc. 7020 (AFL-CIO/CLC)	240	1,680	1,680	Jan. 16 Jan. 27	Alleged grievances—Return of workers.
<i>Incidental Services</i>						
Halifax Shipyards, Halifax, N.S.	Marine Workers Loc. 101 (CLC)	350	530	530	Jan. 9 Jan. 13	Alleged unsafe working conditions —Return of workers pending in- vestigation.
MANUFACTURING						
<i>Food and Beverages</i>						
Essex Packers Ltd., Windsor, Ont.	Teamsters Loc. 880 (Ind.)	116	2,550	4,640	Dec. 4 —	Wages—
Nova Scotia Co- Operative Abattoir Ltd., Halifax, N.S.	Teamsters Loc. 927 (Ind.)	100	2,200	2,400	Dec. 30 —	Wages, working conditions—
<i>Rubber</i>						
Mansfield Denman General, Barrie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC)	330	7,260	30,030	Sept. 23 —	Wages—
Chicago Rawhide, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	129	2,840	7,360	Nov. 9 —	Wages, hours—
<i>Wood</i>						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,310	3,360	Dec. 17 —	Wages, fringe benefits, holidays—
MacMillan Bloedel Ltd., Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	100	700	700	Jan. 3 Jan. 13	Alleged dispute over piece-work quotas—Return of workers when employer reinstated suspended employees.
<i>Paper</i>						
Domtar Pulp & Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers' Federation (CNTU)	1,246	18,690	161,980	July 18 Jan. 23	Wages—Wage increase, other im- proved benefits.
Crestbrook Pulp and Paper Ltd., Skookumchuk, B.C.	Pulp and Paper Workers (Ind.)	160	1,600	1,600	Jan. 18 —	Wages, other benefits—
<i>Metal Fabricating</i>						
Nicholson File Co. of Canada, Ltd., Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	237	2,840	2,840	Jan. 16 —	Wages, contract language—
<i>Machinery</i>						
Dorr-Oliver-Long Ltd., Orillia, Ont.	Steelworkers Loc. 4697 (AFL-CIO/CLC)	340	3,740	3,740	Jan. 17 —	Wages, hours, statutory holiday, revision of the classification system—

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			January	Accumulated		
<i>Transportation Equipment</i>						
Glendale Mobile Homes Ltd., Strathroy, Ont.	Machinists Loc. 1703 (AFL-CIO/CLC)	213	4,690	7,250	Dec. 12 —	Wages—
Fleet Mfg. Ltd., Fort Erie, Ont.,	Machinists Loc. 171 (AFL-CIO/CLC)	545	9,270	9,270	Jan. 5 Jan. 29	Wages, fringe benefits—Wage in- crease over a 33 month contract.
<i>Electrical Products</i>						
Proctor-Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,270	14,220	July 17 —	Wages, hours—
Robbins and Myers, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	188	4,140	10,720	Nov. 11 —	Wages, hours—
<i>Non-Metallic Mineral Products</i>						
Canadian Ohio Brass, Niagara Falls, Ont.	Chemical Workers Loc. 345 (AFL-CIO/CLC)	237	4,500	9,480	Nov. 29 Jan. 29	Wages, fringe benefits—Wage in- crease, other benefits.
<i>Chemical Products</i>						
Cyanamid of Canada Ltd., Niagara Falls, Ont.	Chemical Workers Loc. 165 (AFL-CIO/CLC)	500	10,000	10,000	Jan. 6 —	Wages—
<i>Miscellaneous Manufacturing</i>						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,490	52,620	May. 17 —	Wages, union security, grievance procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	28,400	July 15 —	Wages, other benefits—
Modern Paving, St. Lambert de Lévis, Que.	Building and Woodworkers' Federation (CNTU)	110	2,420	14,960	July 19 —	Security of employment—
Amalgamated Construction Association, Various Locations, British Columbia	Teamsters Loc. 213 (Ind.)	300	2,400	2,400	Jan. 13 Jan. 23	Wages, hours—98¢-\$1.05 an hr. increase over two years, work week reduced to 37½ hrs. from 40 hrs., other benefit.
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	710	1,180	1,180	Jan. 17 Jan. 20	Jurisdictional dispute between unions—Return of workers.
Fischback & Moore, Noranda Mine Site Colonsay, Sask.	Various unions	520	2,080	2,080	Jan. 21 Jan. 27	Alleged grievance—Court in- junction issued.
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	737	1,840	1,840	Jan. 24 Jan. 29	Jurisdictional dispute between unions—Return of workers when court order issued.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1969 (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days January    Accumulated		Starting Date — Termination Date	Major Issues — Results
TRANSPORTATION AND UTILITIES						
Transportation						
Chambly Transport Inc. Montreal and area, Que.	Railway Transport, and General Workers Locs. 511-513 (CLC)	120	1,200	10,630	Sept. 13 Jan. 15	Wages—50¢ an hr. increase, \$100 bonus pay, 6 paid statutory holidays.
Power, Gas and Water						
Ontario Hydro, Windsor, Ont.	Canadian Operating Engineers Loc. 102 (Ind.)	120	240	240	Jan. 16 Jan. 20	Suspension of one worker—Return of workers.
TRADE						
Metro Toronto News Ltd., Scarborough, Ont.	Teamsters Loc. 419 (Ind.)	160	2,080	2,080	Jan. 15 —	Disagreement over new contract—
Various wholesale fruit dealers, Various locations, Montreal, Que.	Teamsters Loc. 931 (Ind.)	150	230	230	Jan. 21 Jan. 22	Wages—Return of workers.

# about gazette

Canada Department of Labour

May 1969





# Canada Department of Labour Publications

---

## Economics and Research Branch

*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1968.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

*Industrial and Geographic Distribution of Union Membership in Canada, 1967.* (English or French). Price 15 cents, Cat. No. L31-767.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-549.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price \$4.50, Cat. No. L31-967F.

*The Behaviour of Canadian Wages and Salaries in the Postwar Period.* 1967. A graphic presentation. Price \$1.50, Cat. No. L41-567.

*Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal.* 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price \$2.50, Cat. No. L41-667.

*Payment Systems and their Development in the Railway Running Trades.* 1968. By Maxwell Flood. Price \$1.25, Cat. No. L41-768.

(Continued on inside back cover)



# labour gazette

Vol. 69, No. 5, May 1969

## Official Journal Canada Department of Labour

Hon. Bryce Mackasey  
Minister

D. Love  
Deputy Minister

### Editorial Staff

*Editor in Chief*  
W. S. DRINKWATER

*Editor*  
JACK E. NUGENT

*Editor, French Edition*  
GEORGES D'ASTOUS

*Assistant Editor -  
Production and Promotion*  
FRANK L. DUBERVILL

*Staff Writers*  
R. J. LYLE  
SHIRLEY M. PLOWMAN  
KATHLEEN E. WHITEHURST  
R. W. WILKINSON

*Circulation Manager*  
J. E. ABBEY

### Cover photograph

The Canada Post Office is issuing 30 million 6-cent stamps to commemorate the ILO's 50th Anniversary. Designed by Julien Hébert, creator of the Expo 67 symbol, the green and white stamp can be used vertically or horizontally. The design is an elliptical globe with a collection of tools and instruments superimposed on it.

*Photo Courtesy Canada Post Office*

The LABOUR GAZETTE, published monthly in English and French by the Canada Department of Labour, Public Relations and Information Services Branch, David R. Monk, Director, is listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences. CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada and foreign:

## CONTENTS

- 266 News Briefs
- 267 50 Years Ago
- 268 In Place of Strife: British Industrial Relations
- 269 The P.M.'s Task Force on Labour Relations
- 275 The Just Society—What Is It?
- 277 The ILO in Wartime
- 281 Employment Review for February
- 282 Employment Fatalities
- Wage Schedules
- 283 Conciliation
- 284 Certification
- 285 Price Indexes
- 286 Decisions of the Umpire

### ILO 50th ANNIVERSARY SUPPLEMENT

- 2. A Salute from the Minister of Labour
- 3. Canada as an ILO Member
- 6. Anniversary Messages
- 9. The Washington Conference, 1919
- 10. The ILO in Wartime (highlights)
- 12. Standards for Social Justice
- 14. The ILO and Human Rights
- 16. Worldwide Technical Assistance Programs
- 18. The ILO Looks at a Woman's World
- 20. The ILO's Concern for Youth
- 21. World Employment Program
- 23. A New Language in International Affairs
- 24. Canadian Delegates to ILO Conferences
- 287 Unemployment Insurance Report—December
- 288 Library List No. 242
- 291 Statistics Section: Labour Statistics

single copy, 50c; 1 year \$5; 2 years \$9; 3 years \$10; 5 years \$16. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. BOUND VOLUMES—\$7.50 a copy. CHANGE OF ADDRESS—Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.



## Lippé appointed mediator in Quebec school dispute

Quebec's 70,000 teachers tried rotating strikes this year in an effort to solve an 18-month-long dispute with school boards and the provincial Government. The teachers stopped their strikes in February when Judge René Lippé was appointed mediator in the dispute.

Talks stopped December 18 when the Government refused to grant arbitration. The teachers later compromised and asked that a mediator be appointed. Although the teachers stopped their strikes, an injunction against strikes was issued in early March and later extended until March 17.

A basis for an agreement in Montreal between the Montreal Teachers' Association and the Protestant School Board was reached March 10. This could be a guideline for further settlements across the province.

## Labour leader Randolph feted on 80th birthday

Famed labour leader and civil rights crusader A. Philip Randolph was feted at a special testimonial dinner that took place at the Waldorf Astoria Hotel in New York City on May 6.

The A. Philip Randolph 80th birthday committee was headed by Hon. Thurgood Marshall, Associate Justice, U.S. Supreme Court, and George Meany, AFL-CIO President. Sponsors of the birthday tribute included Governor Nelson Rockefeller, New York City Mayor John Lindsay, former President Lyndon B. Johnson and former Vice-President Hubert H. Humphrey. Among the honorary chairmen was the Reverend Ralph D. Abernathy, President of the Southern Christian Leadership Conference, successor to the late Dr. Martin Luther King.

Bayard Rustin, Executive Director of the A. Philip Randolph Institute, called Mr. Randolph "the foremost Negro labor leader in our history. He has never wavered in his commitment to integration through peaceful change and he has steadfastly fought against racism of any kind, against violence in any form, and against segregation for any reason." Goal

of the birthday tribute was a fund of \$250,000 to carry on Mr. Randolph's life work through the institute that bears his name.

## Admit Caribbean workers for seasonal farm work

Seasonal workers from the Caribbean area will be admitted to Canada again this summer to assist Ontario farmers in the growing, harvesting, and canning of fruits and vegetables.

The program will be in operation from May 1 to October 31. The maximum period for which any one worker may be brought to Canada will be four months, and the minimum, six weeks. These are the same conditions as last year, as are also the requirements that the employer pays return fare, provides adequate accommodation, and pays the prevailing hourly or piece-work rate if higher than the \$1.56 an hour minimum.

The decision to admit Caribbean workers again was made after consultation with provincial departments of agriculture at a recent meeting of the Canada Agricultural Manpower Committee. It is expected that there will be a need for about the same number of seasonal workers as last year. Last summer, 1,258 Caribbean workers came to Ontario under the program.

## Hydro workers agree on strike settlement

Agreement was reached March 10 between Ontario Hydro and the 9,500 member Ontario Hydro Employee Union, ending a five-week-long rotating strike against the company. The Ontario Hydro employees followed the example of Quebec Hydro workers, who used rotating strikes in 1967 (L. G. 1967 p. 564). The use of rotating strikes in Quebec was the first use of such strikes in Canada.

The Ontario Hydro employees, members of CUPE, retained their cost-of-living escalator clause in the settlement. The direct wage cost alone over the two-year agreement has been estimated by Hydro at \$20 million. The agreement will result in higher rates to Hydro customers, says George Gathercole, chairman of the Ontario Hydro-Electric Power Commission.

The agreement, with two modifications is based on the report of a conciliation board delivered last December. The last contract expired in April 1968.

The wage increase of 15.5 per cent over the two-year contract running to April 1, 1970, had not been in dispute during the last weeks of the strike. The three main issues were the cost-of-living clause, union demands for elimination of community wage differentials, and the matter of a job evaluation plan. The union won the cost-of-living clause—a uniform rate across the province will be established in two stages in the contract to be negotiated next year—and Hydro won its point on the issue of job evaluation.

Talks had broken off between the two parties on February 4, but Ontario's chief mediator, W. H. Dickie, brought them back together on February 17. The strikes hampered but did not paralyze power facilities, although Hydro was forced to buy power from the U.S. and Quebec at times during the strike. At one point during the strike, 5,400 employees were off the job and 80 per cent of Hydro's generating capacity was struck.

Ontario Hydro estimates that the loss in wages was more than \$1.3 million, but the Commission spent more than \$500,000 to buy power and paid a substantial amount of overtime for supervisory personnel who manned generating plants during the strikes.

### ATTENTION!

Owing to sudden illness among the staff of LA GAZETTE DU TRAVAIL, the account of the CNTU's Brief to the Government, originally destined for the April edition of the LABOUR GAZETTE has had to be rescheduled for the June issue. We sincerely regret this delay.

*The Editor*

# 50 Years Ago

In the Labour Gazette  
May 1919

There was deep-seated unrest in Britain, a plea for more protection for workers' eyes, the appointment of the first Quebec Deputy Minister of Labour, and a report that handicapped men received more pay than the able-bodied.

self-denial to recover. Many find themselves unable to obtain employment during their later years, after a lifetime of constant industry; their wages afford slight means for recreation."

Most workers believed that they did not benefit in a fair measure from inventions and improved methods, and that these should be shared equally by all members of society. The radicals contended that society under the competitive system included many wealthy idlers and a vast system of middlemen who stood between the producer, who was also in a large measure the consumer, and a just share of what he had produced.

And although Britain's trade unionists, representing 700,000 workers, agreed that something should be done about the unemployed, they were not in favour of compulsory unemployment insurance. At a special meeting in London, they turned it down for the third time since December 1916.

In a lecture given by the chief safety engineer of the New York State Insurance Fund before the Third Industrial Safety Congress, employers were urged to take precautions to protect the eyes of their employees. It was estimated that about 15,000 sightless persons in the United States were blinded by industrial accidents. The engineer said that it had been demonstrated in recent years that most of the accidents could have been prevented by wearing proper protection over the eyes or face, and suggested the use of rubber, leather, metal or heavy glass screens and the use of coloured lenses where workers were exposed to the ultra-violet light rays and infra-red heat rays.

At a labour union congress in Melbourne, Australia, the unions agreed to unite in one large organization although a powerful minority was opposed to it. It was proposed to place the power of organizing national strikes on the basis of a small national committee or grand council that would be linked up to every trade union in Australia by a chain of delegations and conferences. The constitution, however, was not to come into effect until it had been confirmed by a referendum taken in each state.

The first Deputy Minister of Labour for the province of Quebec was Louis Guyon of Montreal, formerly chief inspector of industrial establishments. The position of deputy minister had been created by a law passed at a then recent session of the provincial legislature.

Women streetcar conductors in Halifax lost their jobs to returning servicemen, but women were needed in laundries, dyeing and cleaning plants and clothing stores. And broom and brush factories down east were actively recruiting girl apprentices.

Handicapped men received 24 per cent more weekly pay than the average wage earner in all industrial classes, reported the Massachusetts Industrial Accidents Board. The average general wage was \$17.50, whereas the handicapped worker received an average of \$21.80. The Board concluded that the handicapped man was usually steadier on the job, kept better off-duty hours, indulged in practically no dissipation, read more, and, lacking other diversions, gave more thought to his employer's business. In other words, the report said, he used his brain more than his body.

Britain's trade unions were spotlighting "the most widespread and deep-seated unrest that has ever been known in the country," said the LABOUR GAZETTE of May 1919. The unions attributed this unrest to many things, among them, the lack of any comprehensive policy on the part of the Government or the employers to drastically change industrial conditions; the desire on the part of workers to have some control over industry and share in the profits; the high price of consumer goods; the universal opinion among the working classes that profiteering had taken place during the war on an unprecedented scale, an impression deepened by the Government's sale of national ships, shipyards and factories; the lack of a permanent scheme to prevent unemployment and to take care of the unemployed; the sudden cut in earnings after the end of the war; demands for shorter working hours and better housing accommodation; failure to provide for full recognition of unions; and under-representation of labour in the House of Commons that would provide an opportunity for a constitutional airing of economic grievances.

In January 1919, the United States Department of Labor sent six prominent employers to England to investigate labour conditions and to report on the facts as they found them. Their report stated that although causes for the unrest were "popularly ascribed to the strain of our terrible years of war that brought about intense labour and excessively long hours," this was only incidental to a struggle for better conditions generally for the working man.

One commissioner believed that the birth of entertainment, housing, sanitation and the continuation of some war restrictions depriving the working classes of many comforts such as light and certain kinds of food, had had a more immediate depressing effect than some of the more serious fundamental causes. One fundamental cause universally voiced by the workmen was that the worker should receive his proper share of the combined products of capital and labour.

The Commission was impressed by the sincerity of the workers. "One cannot listen to their grievances and hear the stories of their troubles as voiced by the more intelligent workmen, who are of a very superior type, without being impressed with their sincerity," the report stated. "Periods of unemployment frequently place them in debt, from which it requires years of strenuous effort and



# In Place of Strife: A Policy for Industrial Relations

*Barbara Castle's White Paper was presented to the British Parliament in January.*

OUR present system of industrial relations has substantial achievements to its credit, but it also has serious defects," says Britain's Barbara Castle, Secretary of State for Employment and Productivity. "It has failed to prevent injustice, disruption of work and inefficient use of manpower. It perpetuates the existence of groups of employees who, as the result of the weakness of their bargaining position, fall behind in the struggle to obtain their full share of the benefits of an advanced industrial economy. In other cases, management and employees are able unfairly to exploit the consumer and endanger economic prosperity. It has produced a growing number of lightning strikes and contributed little to increasing efficiency. There are still areas of industry without any machinery for collective bargaining at all. Radical changes are needed in our system of industrial relations to meet the needs of a period of rapid technical and industrial change."

The "radical" changes were cited in Mrs. Castle's White Paper, *In Place Of Strife: A Policy for Industrial Relations*, which was presented to Parliament in January.

The Paper proposes a commission on industrial relations that would be placed on a statutory basis and empowered to look into recognition disputes, and to

arrange a secret ballot if it thinks this desirable. If the commission recommends that an employer recognize a union and this is not done, the Secretary of State would then order the employer to comply or the union would have the right to take the employer to arbitration at the Industrial Court. And if the employer recognizes the union but refuses to bargain genuinely with it, the union would be allowed to take the employer to court for this as well. Questions of conflict for recognition between rival unions presents difficulties also, it said. The Secretary of State would be empowered to make an order excluding one or more unions from recognition, with penalties for breach of the order by either the employer or a union. The commission on industrial relations would be empowered also to make grants and loans for trade union development.

The Paper states that there is a need for new legal definitions of "trade union" and "employers' association." It would modify the Trade Union Act of 1871 to facilitate the enforcement of agreements between trade unions and employers associations, and to provide that agreements should only be legally binding if they include a written provision to that effect. It would make any necessary amendment also to the definition of a trade dispute and would extend the jurisdiction of industrial tri-

bunals to cover legal labour disputes at present dealt with in the ordinary court.

Legislation would be introduced that would require trade unions and employers' associations to register and to have certain rules. Trade unions would be given the right to receive information from employers, subject to safeguards for confidential commercial information, and to facilitate the appointment of worker representatives to boards of undertaking. The Paper would also attempt to ensure that no employer have the right to prevent or obstruct an employee from belonging to a trade union, and it would establish an industrial board to hear certain type of complaints against employers, trade unions and individual employees.

The Contracts of Employment Act (an Act that stipulates minimum periods of notice before dismissal, and requires an employer to give an employee a written statement concerning his contract) would be amended and the Paper would introduce legislative safeguards against unfair dismissal.

It suggests the creation of a new Registrar of Trade Unions and Employers' Associations, the post to be combined for the present with that of Registrar of Friendly Societies. It suggests also that Friendly Societies be stopped from having rules barring trade unionists from membership.

Mrs. Castle's White Paper would require all but the smallest unions to have professional auditors, and to make new provisions regarding superannuation funds for members. It would amend the law relating to wages councils and the Terms and Conditions of Employment Act of 1959. It would allow also a union to be sued in tort except in a trade dispute.

The Paper would require employers to register certain collective agreements and arrangements with the Department of Employment Productivity, empower the Secretary of State to require a ballot when an official strike is threatened, and require those involved to desist for up to 28 days from a strike or lockout that is unconstitutional, or when adequate joint discussions have not taken place, and to require the employer to observe specified terms or conditions. But it would protect the worker's right to break a contract in a strike as a means of bringing indirect pressure on an employer during a dispute.

The proposals are justified, first, on the grounds that they will help to contain the destructive expression of industrial conflict and to encourage a more equitable, ordered and efficient system, and second that they are based on the belief that the efforts of employers, unions and employees to reform collective bargaining need the active support and intervention of Government.

## The Task Force Report

# Canadian Industrial Relations

The Prime Minister's Task Force on Labour Relations spent two years in studying and making recommendations on the public interest in industrial relations. Its report, summarized here, is the task force's contribution to the review the federal Government is making of Canadian labour policies.

IN THE Canadian setting, industrial relations is based upon principles drawn from Canada's heritage of values of the liberal democratic traditions of western society. The Prime Minister's Task Force on Labour Relations, which spent two years examining industrial relations in Canada and making recommendations to the federal Government on public policy and labour legislation, describes in its 416-page report, *Canadian Industrial Relations*, the evolution of fundamental human rights or "natural rights" from these values. The report summarizes these as: political rights of freedom of speech, religion, association and assembly; the egalitarian right of freedom from discrim-

ination on the basis of race, national origin, colour, religion and sex; the economic right to a decent standard of life; and, for Canada at least, the linguistic right to the use of the mother tongues of French and English.

In their analysis of industrial relations, the task force, headed by Dean H. D. Woods of McGill University, Montreal, emphasizes the legal environment, the parties of interest, collective bargaining and the results of the industrial relations system. The other members of the task force were: Dean A. W. R. Carrothers, University of Western Ontario, London, Ont.; Abbé Gérard Dion, Laval University, Quebec; and Prof. J. H. G. Crispo,

Centre for Industrial Relations, University of Toronto, Toronto. The task force was appointed by Prime Minister Pearson in the wake of the railway strike of August-September 1966 to "look into this whole question of labour disputes, and the procedures and provisions of current laws that we have to deal with them..." Its report was tabled in the Commons by Prime Minister Trudeau on March 26.

Why has the public apparently lost faith in the prevailing collective bargaining process? the task force asks. The rash of strikes that have caught the headlines in recent years provides much of the explanation. In many of these disputes, the protagonists seem to suffer less than the public



Worse still, there is apprehension that the parties are using the public as their whipping boy while they work out their differences.

Despite its faults and shortcomings, the system has so far provided a greater opportunity for individual and social fulfilment and achievement than any viable alternative. It is in the light of these principles that the task force has conducted its work, and stresses in its report the need for preserving inherent individual rights in the public interest. It is within this context that the task force analyzes the roles of various employer and employee organizations, government and the public interest as participants in the collective bargaining system. "There is no single public interest with respect to collective bargaining," the task force notes, "but rather a series of competing public interests. There is a public interest for instance, in the preservation of the right to associate and to act collectively. Against this must be weighed the public interest in the continuation of essential services in the face of a labour-management impasse."

***The benefits of collective bargaining should be made available to as many groups as possible on an equal basis.***

The task force's critique of the present collective bargaining system in Canada provides much of the base for the recommendations they make in their report.

An obvious feature of the collective bargaining system is its limited coverage of the labour force, which embraces less than one half of the paid non-agricultural workers. There are a number of exemptions in various pieces of legislation to restrict the rights of workers to organize and to act collectively, such as police and teachers and other public servants. They are not usually denied legislative support if they choose to bargain collectively, although they are subject to a different set of rules. This disparity leads to a more fragmented approach to industrial rela-

tions than is either necessary or desirable. In the case of professional workers in law and medicine, the danger in these instances is to the public, because these groups are seldom subject to the same series of checks and balances as unions operating under the labour relations acts.

If collective bargaining is to be supported by public policy, its benefits should be made available to as many groups as possible on an equal basis, including those workers who have no recourse to protect their interests—"dependent contractors," or employees in a so-called managerial capacity.

The task force notes the use of mediation as a preliminary step in the handling of such cases to protect their rights. Another provision in the federal legislation directed at the protection of workers in the exercise of their rights is the prohibition against the certification of employer-sponsored or "company" unions.

Union rights for certification are a challenge to overcome limiting factors and to find formulas that best reflect the wishes of the employees. The certification boards must determine a formula for deciding how the vote is to be handled in the case of two bargaining agents applying for certification in respect of the same bargaining unit, and at the same time must interfere as little as possible with the outcome of collective bargaining.

The task force draws the distinction between commitment to and acceptance of collective bargaining in principle, and commitment to and acceptance of existing frameworks of rules and regulations as laid down by legislation, judicial interpretation and administrative application. They are convinced that management groups have deeply held views that reflect a realization on management's part that modern-day capitalism could not survive without free collective bargaining and an independent trade union movement. What applies to these central organizations, however, does not necessarily apply to all their affiliated enterprises, let alone to non-member firms and individual employers. Among unions, acceptance of the collective bargaining process is almost universal; some see it simply as a means for workers to secure a greater share of the fruits of economic progress, and others are using it as an instrument for bringing about gradual changes in the

enterprise system and, indirectly, for modifying the existing order and paving the way for a new one.

When it comes to existing rights and responsibilities of the parties, many employers appear to feel that they are today no match for most unions and the lack of enforcement of law aggravates what would be an imbalance against the union and the public interest. Organized labour criticizes: the purported ineffectiveness of bans against discriminatory treatment for engaging in union activity; delays in existing certification, conciliation and arbitration procedures; the tendency toward more final and binding state intervention in contract disputes; and the resort by employers to injunctive relief.

***There is a growing disenchantment with and alienation from the roles that individuals have traditionally played to earn their livelihoods.***

Collective bargaining cannot be expected to accommodate all employer-employee problems equally well. Reason and experience show that its effectiveness in relation to different issues varies widely. Just as the limited coverage of collective bargaining requires that other devices be instituted to govern relations between those not covered by the process, so also does its limited scope suggest the same need in relation to issues where it cannot completely handle the basic problem.

A principal objective of the collective bargaining system is to provide workers with a means of participating, either directly or through their chosen representatives, in the determination of their terms and conditions of employment. The collective bargaining process becomes a means of legitimizing and making more acceptable the superior-subordinate nexus inherent in the employer-employee relationship. Accordingly, the actual impact of collective bargaining on the well-being



# Social Change and Collective Bargaining

*Any lasting institution in society is designed to accommodate change, the task force notes, and it is confident that collective bargaining can adjust and survive. In a brief essay in the report, excerpts from which appear below, the task force discusses the position of collective bargaining in an environment of change.*

Collective bargaining must be judged by its function. It is a form of strategy in a mixed economy for the protection of the interests of labour. As such, it is a means to an end, not an end in itself. If the system of collective bargaining should be weighed and found wanting because of limitations inherent in the system or because of defects that have too long gone uncorrected, society may reject the system as unsuitable for its purpose.

In the normal course of social and economic growth in North America, change is pervasive and the rate of change is accelerating. The collective bargaining system, if it is to survive, must change to reflect the nature and functioning of the employer and the environment. If collective bargaining is to prevail as a significant instrument in the industrial relations system in this evolving environment, the system may have to become one of the mechanisms in the managerial decision-making process. It may even become a party to the decision itself. As collective bargaining changed, so must trade unionism.

\* \* \*

A major force behind the drive for acceleration in change is the rising expectation about what society can and should do. These expectations relate not only to material demands, but also, and perhaps more forcefully, to demands for correcting social and economic injustices. A change in the concepts of fundamental values may cause society to reject collective bargaining as an anachronism. The values which it now seeks to protect may be forfeited or may be pursued by other means. As trade unionism is an instrument of social transformation as well as an agent of collective bargaining, the threat to it may not be as great; yet part of it may fail with collective bargaining.

The industrial political economy has produced in North America the highest standard of living and the highest level of mass education in the world. At the same time, the pluralist society has tended to become rigid in its tolerance of individualism and the centres of interest which compose

that society, and finds it more difficult to respond to demands of the general interest that are not advanced or supported by the proponents of special interests. These characteristics and attitudes in a changing society are calculated to induce social unrest. The result is social turbulence new to democratic government, economic affluence, knowledge and, if not peace, at least the absence of global war.

\* \* \*

One of the characteristics of contemporary social discord, be it cause or by-product, is a growing impatience with and contempt for the rule of law, and an increasing dismissal of the relevance of the tradition of freedom under the law. The concept that government is subordinate to the governed, that authority takes its legitimacy from the will of the people and can lose it by the will of the people, provides philosophical justification for revolt against a form of authority that fails in its purpose as a means to the attainment of fundamental human rights. It is not the absence of human rights that appears to lie at the root of current unrest, but disparity in their availability and a sense of frustration that the social, economic and political institutions of society are not pressing effectively for the removal of the disparities.

Society at large is slow to change; it seems to need plateaus of predictability to regroup and generate energy and ideas before the next surge in its upward drive for freedom from imperfections in human existence. On these plateaus, the *status quo* offers a strong appeal of stability. Yet the *status quo* stands on one side of a widening gap in ideas and values. Opposite is an *élan* for change. Revolutions in history have been creatures of their environment. This limitation is unaccepted today; elements in society are prepared to create the environment.

Yet in the struggle between authoritarian power and freedom under the law, the rule of law has much on its side. The issue is not whether society will have rule of law, but what kind of law it will have. The ideal of freedom under the law is a fundamental heritage of western society. But freedoms are not absolute; they cannot be and co-exist. Confrontations in myriad forms and degrees are inevitable; social change will occur. The manner and nature of change may determine if collective bargaining will survive as an instrument for the pursuit of dynamic social and economic justice.

of workers may not be as important as its potential impact.

Workers appear to be becoming disenchanted with the alienation and subordination of individuals with the increasing complexity of the social structure. Unions do not seem to have recognized the magnitude of the problem. The collective bargaining process may be compounding the situation by subjecting workers to a new but equally frustrating type of subordination. While improving

the workers' status vis-à-vis his employer, collective bargaining has trapped him in a collective set of rules and regulations that can contain him even more.

The fact that worker dissatisfaction sometimes runs as deeply against the union and collective bargaining as against management is reflected in the rebellion of union members against their leaders. The task force sees signs of this in the cases in which workers have refused to ratify agreements, the spate of wildcat

strikes, and changes of union allegiance.

Fundamentally, union membership resitiveness may be nothing more than another characteristic of troubled times, the task force surmises. It may be that workers expect their unions to win them "middle-class" purchasing power as the expectations in society rise. Fear of displacement or adjustment due to technological and other change can also be an upsetting factor. Fear breeds suspicion, and suspicion makes workers susceptible



to rumours. When jobs are plentiful and workers can readily secure employment elsewhere, they have much to gain and little to risk by conducting strikes.

A delicate balance between membership rights and union responsibilities is needed. Given the potential power that unions can exercise over present and prospective members, one would expect that steps would have been taken to prevent abuse. In fact, little has been done except for the occasional ad hoc measure introduced in the face of glaring abuses, such as in the case of the Board of Trustees of the Maritime Transportation Unions (L. G. 1963, p. 1090).

Several basic rights deserve attention: the access to union membership; equitable treatment in the distribution of available work where a closed shop is operated in conjunction with a hiring hall; worker's civil rights as a union member, such as fair trial and an appeal to a tribunal free from predisposition, should he be brought under charge within the union; support of the political party of one's choice where a union has a compulsory checkoff fee of which part is contributed to political parties; and the right of an individual member to the grievance procedures and arbitration.

Since many of these problems result from deficiencies in the structure of the labour movement, unions could do much to forestall further government intervention in these areas. Structural reforms in the labour movement would serve many other purposes as well. The number of unions now in existence could be reduced in order to permit a smaller number of consolidated unions to hire more qualified staffs to assist in bargaining. The Canadian Labour Congress has taken a number of steps to improve its effectiveness and to induce its affiliates to realign themselves on a basis more in keeping with present needs.

For most individual international unions, four important criteria can be stated as guidelines to judge whether full opportunity is being accorded the Canadian membership to handle its own problems:

- a central Canadian office authorized to speak for the union in this country;
- top Canadian officers elected by Canadian membership;
- a Canadian policy conference empowered to deal effectively with the union's affairs in this country; and
- a competent staff available to serve the special needs of Canadian members.

A structural problem is posed in the case of unions that cannot meet these criteria because the size of their Canadian membership makes it uneconomical to do so. The sensible answer would be to merge two or more such groups or to have them absorbed by larger organiza-

tions. The CLC could spur the remaining unions through the "code of efficiency" it has to prepare as a result of one of the recommendations of its structure commission adopted at its 1968 convention (L. G., July 1968, p. 376).

### *Management thinking about industrial relations has changed greatly since unions first emerged.*

The task force describes briefly the relationships between management and unions in the collective bargaining environment. Some employers have found unions to be of great administrative assistance, while others have resisted or opposed any sign of union organization. Management thinking about industrial relations has changed greatly since unions first emerged, when resistance was fairly general. Today employers are more prone to engage in defensive endurance or peaceful competition. Employers can select policies that are either compatible or incompatible with a workable union-management relationship. In the one case, they can expect trouble. In the other, there is no guarantee of harmonious relations, but that at least remains a fair possibility.

Unions and collective bargaining tend to contribute to the division of the labour market into non-competing groups, thereby reducing its efficiency as an allocator of labour. Collective bargaining may, however, serve to improve the operation of the labour market within the scope of a particular enterprise by negotiating a plant—or company-wide—job—posting system.

The challenge as the task force sees it is to try to retain the beneficial effects of collective bargaining on the labour market while attempting to minimize the harmful features.

Turning to the problems associated with industrial conversion, the task force notes that change is essential to society and to individual enterprises, but that it is not without cost to those caught in its path. There is no evidence to suggest that change in general produces a net reduction in employment; but it is the cause of worker displacement and on-the-job disruption. The labour movement has met with varying degrees of success in attempting to use collective bargaining to minimize these problems, and has won some procedural and substantive concessions in other areas. A combination

of public and private policies is needed, to provide a framework for dealing with change, and these should be flexible enough to take care of the individual problems that arise, and efficient enough to ensure that the benefits of change are not consumed in the effort to cope with the adjustments.

Collective bargaining is an adversary system from which conflicts such as wages versus productivity arise. For the most part, Canada has deliberately opted for a system in which disputes over these matters may periodically be put to a test of economic strength in the form of a strike or lockout. Although this system may seem costly, it may well be more healthy and less expensive in resolving labour-management disputes than any other method. The strike or lockout thus may serve either as a catalyst or as a catharsis by allowing the parties to let off steam.

The fact that conflict plays an essential role in the industrial relations system does not preclude other means of resolving labour-management differences. These might include compulsory arbitration or more sophisticated personnel practices, consultation or participation or government intervention. In the past the traditional two-stage procedure involving a government conciliation officer and a tripartite conciliation board had become so accepted in many cases that the parties had built it into their tactics. The resulting decline in the effectiveness of the process led to the introduction, in all but the federal jurisdiction, of more discretion in the setting up of boards. This discretion has contributed to more effectiveness at both the officer and board levels because the parties can no longer assume that the officer's service will be followed by a board.

*Although strikes and lockouts may seem costly, it may well be more healthy and less expensive in resolving labour-management disputes than any other method.*

Lost time due to work stoppages in Canada has been on the upswing in recent years. Nevertheless, the country has yet to duplicate the 1946 record when slightly more than 0.5 per cent of all time worked was lost because of strikes and lockouts. Although this does not reduce the significance of recent time loss because of industrial conflict, it helps to put the rate



of loss in perspective. It is also worth noting that production lost because of work stoppages does not approach that caused by unemployment or sickness. Conflict sometimes occurs in industries where there is no opportunity to make up for lost time and indirect effects can be serious. Nor can it be denied that stoppages in other industries are occasionally so prolonged that costs can never be recovered.

Whatever the source of growing public concern, it poses a serious challenge to our present concept of collective bargaining and all that is dependent on it. The task force stresses the essential role of the work stoppage in the collective bargaining system, and noted that if the system is worth preserving, the right to strike and lock out cannot be sacrificed. Yet it is threatened by a public opinion that must show more understanding if irresistible pressures are not to place the whole process in jeopardy. The task force offers a partial answer, suggesting that the solution may lie in a better-informed public; but it noted that this will not come easily, nor will it by itself suffice.

***Where the task force recommends more public participation in the industrial relations system, its objective is to facilitate more constructive relations between labour and management and to protect the public interest.***

In making its recommendations, the task force continues to endorse the present industrial relations system in Canada, not only because of its virtues, but also because it sees no alternative compatible with the heritage of western values and institutions. The recommendations included in the report offer a host of suggestions to improve the system, ranging from the creation of a three-man public interest disputes commission to the granting of broad new powers to the Canada Labour Relations Board (see also L. G., April, p. 213).

- in order to encourage and ensure recognition of the social purpose of collective bargaining legislation as an instrument for the advance of fundamental freedoms in society, the legislation should contain a preamble that would replace the neutral tone of the present statute with a positive commitment to the system;
- exclusions of persons from collective

bargaining should be held to a minimum;

- where licensing is required to gain access to a particular trade, occupation or industry, it should be performed by some body other than a union, such as a tribunal in which there is public participation and right of appeal;

- to reduce the incidence of industrial conflict, the task force makes recommendations concerning the role of conciliation and mediation;

- Government should adopt a policy of pulling back on state-imposed intervention in the ordinary case and encourage voluntary schemes, with a reserve power in case the public interest is threatened;

- the services of a conciliation officer should be imposed on the parties before they are permitted to engage in direct action in the form of a strike or lockout;

(The acceptance of collective bargaining carries with it a recognition of the right to invoke the economic sanction of the strike and the lockout, the task force points out. The employer's power reciprocal to the strike is his ability to continue his operations, rather than the lockout, and the traditional medium of persuasion invoked by organized labour is the picket line.)

- certain limits to the use of strikes and lockouts should be made to the period following termination of the collective agreement or to the case of disputes over permanent displacements resulting from industrial conversion during negotiations.

- the absolute ban on work stoppages during the term of a collective agreement should be partially lifted in the case of disputes related to permanent displacements resulting from industrial conversion occurring during the life of the agreement;

- management should be protected in its freedom to make changes that in themselves are not a violation of a collective agreement;

- workers should be protected by an expanded arsenal of public and private programs designed to facilitate their movement among jobs and locations without undue cost to themselves;

- to regulate picketing, conduct related to the "why," "where" and "when" of picketing should be codified in law, and adjudication under the code should be assigned to a reconstituted labour relations board with a remedy to replace the equity injunction now available in the courts;

- the "how" of picketing should remain in the common and civil law and in the law courts;

- primary picketing should be permitted at the location of the dispute and it should not be unlawful for employees to refuse to cross such a primary picket line;

- secondary picketing should be permitted to direct the union's message to consumers as distinct from employees so long as it does not cause a work stoppage;

(In considering union rights and responsibilities, the task force notes that the Industrial Relations and Disputes Investigation Act now permits the Canada Labour Relations Board to review its own decisions in determining a bargaining unit and to change them. This operation should be extended to give parties of interest the right to petition the board to reconsider an existing unit in the interests of industrial relations. The task force favours accessibility to wider bargaining units. But it supports present laws and regulations controlling the "open season" for changing union affiliations.)

- in the matter of initial certifications, where a union can demonstrate 65 per cent membership, it should be entitled to a certification without a vote; anything below that figure but above 35 per cent should entitle the applicant to a vote;

- where at least 50 per cent of the employees voting, as distinct from 50 per cent of employees eligible to vote, vote in favour of a union, it should be entitled to a certificate;

- the successor rights of the employer or union, including application for certification, certificate and collective agreement, should continue to bind the employer and union where a mere name-change is involved;

- the successor rights should follow the business where there is a business succession but should not follow a sale of assets as distinct from the sale of a business;

(The task force rejects direct control over all forms of incomes and costs, including wages and prices. It instead suggests a strategy that focuses on the environment within which private decision-making takes place. Guideposts are likely to have adverse effects on the negotiation strategies of the parties.)

- an incomes and costs research board, which would be an educational and advisory body, should be created;

- a minimum wage policy should be adopted in order to contribute to the establishment of a uniform living wage across the country;

- this should incorporate an automatic adjustment factor to ensure regular revisions to the minimum wage to keep it in line with changes in the cost of living;

(The task force proposes some changes for improving the Government's effectiveness as a participant in the industrial relations system as determiner of the legal framework within which collective bargaining takes place, as intervener in labour disputes, and as determiner of labour standards.)

- in interunion rivalries, government regulation must support self-policing action within the labour movement;

- in the first instance, parties to jurisdictional disputes should be at liberty to



work out their own procedures for settlement without injury to others;

- in the second instance, any interested party should be at liberty to ask the Labour Relations Board to prescribe and administer procedures and to impose them where voluntary ones break down;

- the Department of Labour should strengthen its work in the fields of research, education and information;

- the Department should continue to strive for more common statutory provisions in Canada's entire industrial relations field;

- both levels of government should try to find ways in which Canada can participate more meaningfully in the development of International Labour Conventions and more readily become a signatory to them; and

- if the Government decides on re-organization of its various activities related to human welfare, the Departments of Labour, Manpower and Immigration, and Health and Welfare should be grouped into a single department called the department of social services, or should at least make greater use of interdepartmental co-ordinating committees.

## *Inflation and Collective Bargaining*

*The task force report examines the relationship between collective bargaining and many of Canada's other socio-economic-political goals, policies and instruments. Central to this appraisal is the problem of reconciling collective bargaining with various ends and means which themselves are often in competition with one another. The task force is particularly concerned with the impact of collective bargaining on the trade-off between full employment and stable prices. And in its report, it analyses the possible causes of and remedies for inflation, with special reference to the role of collective bargaining.*

To the extent that demand pressures are the underlying cause of a period of inflation, collective bargaining tends only to serve as one of many possible mechanisms through which inflationary forces are transmitted. In such a situation, collective bargaining may help to retard the rate of inflation through long-term agreements that temporarily hold wages below the level to which the forces of the market could drive them.

According to the cost-push theory of inflation, collective bargaining is one of many institutions which can exercise independent upward pressure on incomes, costs and prices. At the micro level, it is difficult to refute the fact that there are situations where wages are driven up by individual unions beyond the rate which the existing constellation of market forces would have produced. Where this happens, however, it usually indicates that the employers affected either have some discretionary power in their product market, which they are able to exploit to the mutual advantage of themselves and their workers, or that they are confident of sufficient monetary expansion to take up any slack. In the absence of such market imperfections or demand expectations, the scope for independent union cost pressure would be considerably lessened. The existence of market imperfections allows those sharing the results of discretionary market power to appropriate to themselves most of the productivity gains that accrue in their particular sectors of the economy.

At the macro or total economy level, it is more difficult to document the existence of cost-push pressure emanating from collective bargaining independent of any cumulative effect it may have at the micro level. Such pressure is indicated but not proved by the observance of substantial though lower wage settlements when cyclical economic indicators, such as the unemployment rate, show an absence of demand pressure.

This was documented, though not fully explained, by the Economic Council of Canada in its cyclical analysis of the problem. Barring a more definitive answer, one cannot dismiss the possibility that collective bargaining has cost effects at the macro as well as the micro level. Indeed, depending on how extensively unions push up wages at the micro level, there will be some macro impact because, to a significant extent, it is the aggregation of a series of micro effects.

Another indicator of the potential impact of collective bargaining on inflation is to be found in the part which it plays in the demand-shift or structural model of the inflationary process. This theory draws heavily on the constantly changing composition of demand. As a result of older parts of the economy reviving, or new ones opening up, there are periodic sectoral booms which produce bottlenecks and excessive demand pressure. Like other institutions which find themselves in such a setting, unions can take full advantage of the opportunity to negotiate exceptionally large settlements. These in turn often serve as targets for unions in less buoyant parts of the economy which demand and sometimes win greater advances than would otherwise have been possible. Even stagnant or declining sectors of the economy can be confronted with settlements that would not take place in a competitive model. The result is a downward-rigid and upward-flexible wage structure that can adjust only to shifting labour force requirements by a ratcheting-up of wages.

As a cause of inflation, collective bargaining is only one of many institutional pressures that make it more difficult to maintain reasonable price stability while ensuring a high level of employment. In the short run at least, these pressures would operate to inhibit the normal checks and balances of the market place from functioning as effectively as they might. The results of such pressures could be undone by sufficient slackening of aggregate demand, but this would only work if the whole problem could be construed solely as a demand problem.

Our conclusions about the causes of inflation, and particularly about the role of collective bargaining in the inflationary process, will disappoint those who seek a single culprit, and especially those who see the labour movement as the prime candidate for this honour. The problem is too complex for such a simplified solution.

# The Just Society—

## What Is It?

THE 'just society' exists to the extent that not only civil and political rights, but also social rights are operative," claims Reuben C. Baetz, Executive Director of the Canadian Welfare Council. "If we accept as reasonably accurate the Economic Council of Canada's recent statement that close to 30 per cent of all Canadians are living in poverty, then we must reluctantly conclude that we have by no means achieved the 'just society'."

Speaking to the Ontario Federation of Labour's Annual Educational Conference in Niagara Falls in February, Mr. Baetz said that recently there had been "a lot of talk and hand-wringing" about poverty in our affluent society. "How does one assess all of this vocal concern about poverty? Is it 'for real,' or is it of the 'crocodile tears' variety?" He believes that it is of the utmost importance to measure accurately public attitudes on poverty and the just society because, in the final analysis it will determine the extent and the manner in which our political leaders are prepared to act.

Thanks to organized labour's tireless efforts, he said, virtually none of the 30 per cent of Canada's poor are in the labour unions. "There are some mighty important lessons to be learned by the poor in this situation," he said, "one being to join the union, or organize where there isn't one. But little wonder, then, if the poor are not to be found in the ranks of union membership, that we should find some within the labour movement who take a pretty cold, callous, fish-eyed look at the poor."

Mr. Baetz said that there is no doubt that the moralistic approach to the poor — the idea that the poor are poor because of personal weaknesses — is slow in dying out. Fortunately, he said, there is a growing recognition that in most cases it is forces beyond individual control that cause poverty. He named the six causes of poverty as: life-cycle poverty; depressed

area poverty; crisis poverty; poverty owing to long-term dependency; inner city poverty; and poverty produced by a culture of poverty.

In the "just society," he said, the standard of living for the aged should not decline while the standard of society in general increases. "During 1968 wages and incomes went up a bouncing 8.8 per cent, thanks largely to your efforts. Rising costs of about 4 per cent eroded about half of the increase in wages and incomes, but one can talk in terms of an increase in the standard of living by more than 4 per cent if you happen to be employed. At the same time those aged who depend on their almost fixed old age security income had a decline in their purchasing power of 2 per cent. The net result was that the gap in the standard of living between the aged and the average person in the labour force grew during this good year by over 6 per cent."

He suggested that one method to guarantee that the standard of living for the aged does not slip is to relate the changes in the old age security benefits to the consumer price index. "This alone will not guarantee that their standard of living keeps up with the rest of the nation, but it will at least protect them against a constantly decreasing standard while the rest of the nation's increases."

Turning to the other end of the life span, Mr. Baetz said that in the interim between the introduction of the family allowance scheme in 1945 and the present time, there has been a rise in prices of over 60 per cent.

He suggested that federal family and youth allowances be doubled or tripled and for families with a single head, mainly female, the rates could well be quadrupled.

"Public assistance records show that the majority of the more than 280,000 single head families are in serious economic and social trouble," he said. "There



Reuben C. Baetz



will be those who would object violently to such a proposal on the basis that this is a universal allowance, and as such is too expensive and does not help enough those in greatest need." These two criticisms could readily be overcome, he said, if the increases in the allowances are accompanied by two changes in the income tax regulations, namely, to regard these allowances as income and taxable, and reduce the present exemption of \$300 for each dependent child in the personal income tax as family allowances are increased.

"By taxing the allowances the very poor who pay no or little income tax, could retain all or most of their increased allowances, whereas the very wealthy would have to repay up to 80 per cent through their income tax." Through this system, he said, those in greatest need would receive the most help and many poor families would not be forced to go on relief.

"We must bear in mind that among the 30 per cent of Canadians, estimated by the Economic Council of Canada to be living below the poverty income line, are many thousands of families with dependent children who, through determination and pride, have managed to stay off public assistance rolls. It is probably a matter of daily irony to them, and should be a point of national concern, that many of these families are living below any standard of even minimum need, and in many instances are living on a lower family income than their neighbour who is on public assistance."

Mr. Baetz said that Canada, with its large regions and thinly-scattered population, is particularly exposed to the poverty of the depressed area type. He believes that this poverty could best be attacked through broad federal and provincial programs and agencies such as the Atlantic Development Board, the Agricultural Rehabilitation Development Act administration (ARDA), the Fund for Rural and Economic Development (FRED), and through community development programs involving the people themselves. "Our record to date in attacking depressed area poverty is not very impressive," he said, "in fact it is downright awful!" Lack of organization and planning, perhaps more than lack of money, has stymied many. Not infrequently, he said, departmental programs work at cross-purposes and there are traditional federal-provincial jurisdictional rivalries and battles. "We must support new and comprehensive approaches, and 'smoke out' and deal harshly with the bureaucrat who fights progress only to maintain his department."

Social insurance programs, such as Unemployment Insurance, Workmen's

Compensation, and Cash Sickness Benefits, can serve as major bulwarks against crisis poverty, he said. "But these social insurance programs must be adequate to really cover contingencies when they arise. This is not the case now, and people hit by crisis are vulnerable to poverty. Therefore, unemployment coverage should be improved by increasing the rate of benefits provided, and by covering more categories of workers within the labour force."

Canada has a long way to go in introducing cash sickness benefit programs, Mr. Baetz said. Families with low incomes were especially vulnerable to crisis poverty caused by the illness of the breadwinner. "Therefore, if we really wish to protect them... we must introduce more cash sickness benefits programs whether under public or private auspices." And since more women would be working throughout their married lives to make a necessary addition to the family budget, he would include under this program cash maternity benefits.

Mr. Baetz pointed out that from World War II until last year, more than 80 per cent of federal funds for housing has gone to medium- and higher-income families. "With this financial help, many middle-class families moved from the old parts of the city to their new housing with a patch of 'crab grass' in the suburbs. Much of the housing in the centre of the cities was thus left to families with lower incomes." The concentration of poor people in the inner city, he said, imposes an accumulation of mutually reinforcing social handicaps upon all who live in these neighbourhoods. They compete for the same poorly paid jobs, they use the same impoverished schools and public services, they pay inflated prices for poor quality foods, and their low status address follows them and restricts their opportunities wherever they go.

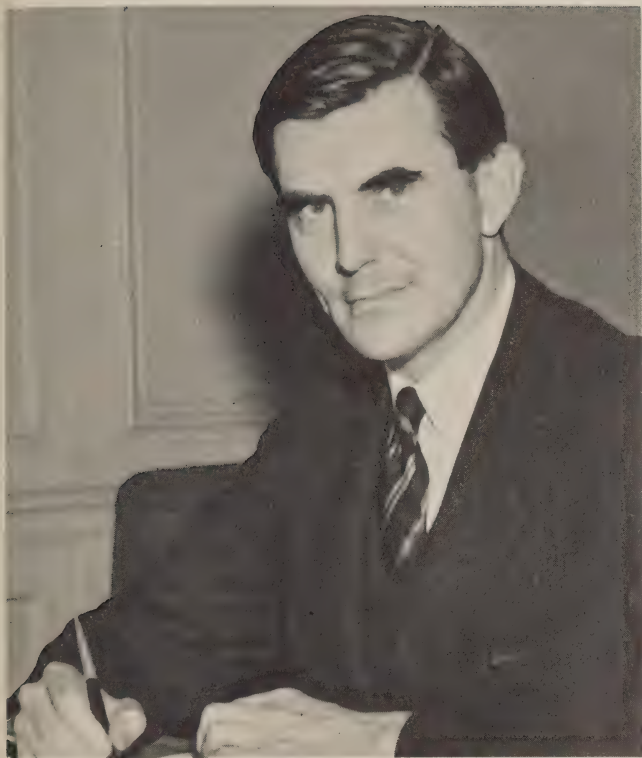
The Canadian Welfare Council, he said, strongly supports the proposal for the creation of a new Canada Department on Housing and Urban Affairs. "But policies governing housing and planning simply cannot be developed exclusively by one national housing 'czar' and seven 'instant experts.' The subject is far too complex." It would involve not only three levels of government but would profoundly affect every resident in the country. "Unless all the talk about citizen participation in the 'just society' is so much malarky, surely here is a field where citizens individually and through their various organizations should be thoroughly involved in planning," Mr. Baetz said. "The recommendations of the Hellyer Task Force related to public housing provide us with a beautiful example of how *not* to go about develop-

ing housing policies. Despite some current dissatisfaction with certain aspects of public housing programs, the principle of a public or social sector in the housing program remains valid." The Task Force report, he said, fosters the view that those living in public housing are "curiosities" and unfortunate inmates of some sociological zoo who, in the name of decency, should be set free as soon as possible. "The fact is, in spite of disadvantages, people living in public housing units are much better off physically and socially than many thousands of Canadians living in the dilapidated 'cooty traps' available to them on the market."

Pockets of "culture poverty" can be found not only in the depressed sectors of cities, he said, but in rural areas as well. Culture poverty will need not only better and more co-ordinated social welfare services, provincially planned and strategically placed and operated, but it will require also much greater efforts by other social service systems such as the elementary and secondary schools. "For example, we may very well have arrived at the time when our school systems should assume responsibility for day care centres, and through these centres begin to work with socially disadvantaged youngsters at an age as early as two and three," he said. "Unless many of these youngsters are helped before they reach kindergarten, they have two strikes against them the day of entrance. Our school systems are doing an increasingly better job with our gifted and brilliant youngsters, but the time has come when the educators must devote much more time to our mentally, emotionally and socially disadvantaged youngsters if we are to make any inroads on poverty spawned by a culture of poverty."

Mr. Baetz is convinced that the whole question of a guaranteed annual income is much more a social, moral and political one than an economic one. "We do not knowingly allow thousands of Canadians to starve to death. We do eventually, often after plaguing, 'bugging' and degrading the recipients, provide them with enough money to get by. Hence the net cost of a guaranteed income, whether through a negative income tax scheme or some other approach, would not be as astronomically high as some suggest."

There are those who would argue that by guaranteeing a man an income sufficiently high "to keep body and soul together," he would immediately slip into chronic dependency, he said. "I simply do not share this pessimistic and almost cynical view of the nature of man. Mine is the more positive and optimistic view that was expressed by Archimedes when he said, 'Give me a place on which to stand and I will move the world.'"



*Photo by Underwood & Underwood*

John Winant, ILO Director, from 1939 to 1941.



*Portrait by Nakash, Montreal*

Edward J. Phelan, ILO Director, from 1941 to 1948.

## ILO In Wartime — PART I

THE FIRST half century of the International Labour Organization has been a continuous saga of unforeseen vitality in unprecedented situations. Among its most striking chapters, the story of the ILO in wartime is in some respects the most dramatic. And picturesque glimpses of the personalities and events of the time have created something of a legend about the atmosphere of the period.

What remains lacking is an appraisal of the factors that made it possible for the ILO to survive, to expand its reputation, influence and authority, and to become the prototype of the relationship of the specialized agencies to the United Nations. In order to understand these factors, it is necessary to examine the leading authoritative statements of the period.

The first statement of policy indicating the purposes for which the ILO would continue to function in time of war was

By C. Wilfred Jenks

*Principal Deputy Director-General of the  
International Labour Organization*

Mr. Jenks was secretary of the Emergency Committee of the Governing Body that planned the wartime activities of the organization; was legal adviser of the ILO during the war and the postwar reconstruction; and was closely associated with all of the major political problems and decisions of ILO Director-Generals John Winant and Edward Phelan throughout that period.

issued by the Governing Body on June 14, 1939. It referred to the importance of labour problems in time of war and to the acuteness of the social problems that another war, whatever its result, would inevitably bring in its train. In addition, it pointed out that "the continuous participation of as many states as possible in an active ILO would help preserve and perhaps develop the technique and habit of international collaboration, which might otherwise be lost and which would appear to furnish the only possible basis on which to build up a solid and enduring peace." The statement was a composite of two main ingredients:

- the recollection of the labour problems of World War I, and the labour crises that followed it, out of which the ILO had been born; and
- the strong conviction that after the failure of the League of Nations, world





Hon. Milton F. Gregg, V.C., former Minister of Labour, unveils a plaque at McGill University, Montreal, on September 14, 1950, to commemorate the establishment of the ILO's wartime headquarters at the University. From left to right: V. C. Phelan, Director of ILO's Canada Branch; L. Mayrand, Assistant Under-Secretary of State

for External Affairs; Mr. Gregg; Principal Cyril F. James of McGill University; Sen. Leon Troclet of Belgium, Chairman of the ILO Governing Body; and C. Wilfred Jenks of Geneva, Assistant Director-General of the ILO.

organization could become a reality only if something of the League experiment — and the ILO was the only possibility — continued to fulfil sufficiently useful functions to play some part in moulding opinion, policy and action during the war years.

John Winant, director of the ILO from 1939 to 1941, issued a further statement immediately after the outbreak of war in September 1939. In it, he pointed out that the view that the ILO could make no further contribution until peace was restored was not the view of the member states. Both the Governing Body and the Emergency Committee, to which the Governing Body had delegated full powers, gave the members of the organization "a solid guarantee that neither the interests of its belligerent members nor those of its neutral members would be able to shape its policy in a manner unacceptable to either group" nor was the nature of the work that the ILO was likely to do of such a character that there was any reason to expect that the interests of its belligerent members and those of its neutral members would be in conflict.

The ILO, the document continued, is simultaneously a symbol, a centre of in-

formation and study, and an organ for action: It is a symbol of man's efforts to establish lasting peace based upon social justice, which remains the goal of all civilized thinking; it is a centre where the problems of the peace settlement can be studied with the participation of belligerents and neutrals alike, and by employers and workers as well as by governments; and it is an organ for maintaining the degree of co-operation between governments, employers and workers that is achieved in the organization today as the result of the unremitting work of twenty years, and which will be so important to maintain during the difficult postwar period. These statements did not detail the procedural arrangements that had been approved by the Governing Body, and which included the delegation to an Emergency Committee of the power to act on its behalf when the full Governing Body was unable to meet; the emergency arrangements and powers were declared to be in operation by Paal Berg, of Norway, Chairman of the Governing Body, on September 3, 1939.

Our most immediate anxiety during the weeks following the outbreak of war was that the isolationism sweeping the Ameri-

cas might result in the withdrawal of support from the organization, not by its belligerent but by its neutral members. The Second ILO Conference of American States (L. G. 1939, p. 1091), which had been convened before the outbreak of war to take place in Havana on November 21, would be a providential opportunity to counter any such danger. Here a statement was drafted and unanimously approved as the Declaration of Havana, which reiterated the aims of the ILO:

- it declared that the ILO had an essential part to play in building up a stable international peace based upon co-operation in pursuit of social justice for all peoples everywhere;

- it proclaimed the unshaken faith of the representatives of the governments, employers and workpeople of the American continent in the promotion of international co-operation by the methods set forth in the Covenant of the League of Nations; and

- it pledged the unwavering support of the governments and peoples of the continent for the continuance with unimpaired vigour of the efforts of the ILO to ac-



comply its purpose of achieving social justice.

The chief significance of the Declaration was its reaffirmation of the will to international co-operation at a moment when the League of Nations was in ruins and the whole American continent, except for Canada, was withdrawing into isolation. It was a valuable expression of political support for its continued functioning from the area where that support seemed dubious. Five years later, it served as a precedent for the adoption of the Declaration of Philadelphia. And these statements remained the recognized formulation of the ILO wartime policy until the transfer to Montreal in the late summer of 1940.

I have never known, and I doubt whether anyone knows or can now reconstruct, the full story of the events of that summer. The statement announcing the transfer, issued by Winant on August 17, 1940, wisely confined itself to saying that lack of communication and transportation had isolated the Geneva office more and more from the non-European member states and that the Canadian Government had given its agreement to

the temporary transfer to Canada; that was all.

I have, however, the most vivid recollection of my own discussion of the matter with Winant. It took place in the tiny lobby of an old hotel in London on a July afternoon. He asked me whether there was any doubt of his legal authority to transfer the principal working centre of the office from Geneva. I advised him that there was not. I also advised him that there was no question of his authority to transfer funds from Geneva.

He then broached the question as to where the working centre should be transferred. Some were convinced that a move from Geneva was premature. Some saw great advantages in a neutral island somewhere in the Atlantic, perhaps the Azores. Some of the British and some of the governments that had taken refuge in London would have liked the ILO working centre in London or perhaps in Oxford. There were strong arguments for going to the United States. Another possibility, he added almost inadvertently, was Canada, which had, I think, been suggested by Hume Wrong, then the Canadian government member of the

Governing Body. I advised him at once to opt for Canada.

Geneva was no longer a possible working centre; the Axis powers controlled its lines of communication and could, at any moment, cut it off completely from the free world. Swiss policy, which was entitled to understanding and respect, precluded any ILO activity at or from Geneva that could be construed as unneutral conduct. The Azores or any similar solution I rejected with some contempt; it would be fatal for the ILO to behave as a refugee, and what we needed was an effective base of operations. This left the choice between Britain, the U.S. and Canada. Our immediate problem was to retain the full support of both the belligerents who were defending the liberties of Europe and the democratic neutrals in both Europe and the Americas. If we could do this during the immediate crisis, we could proceed during the following months to re-establish our world position. We could not resolve our immediate problem from either Britain or the U.S.

A London-centered ILO would at that juncture lose the support of neutral America and the democratic neutrals

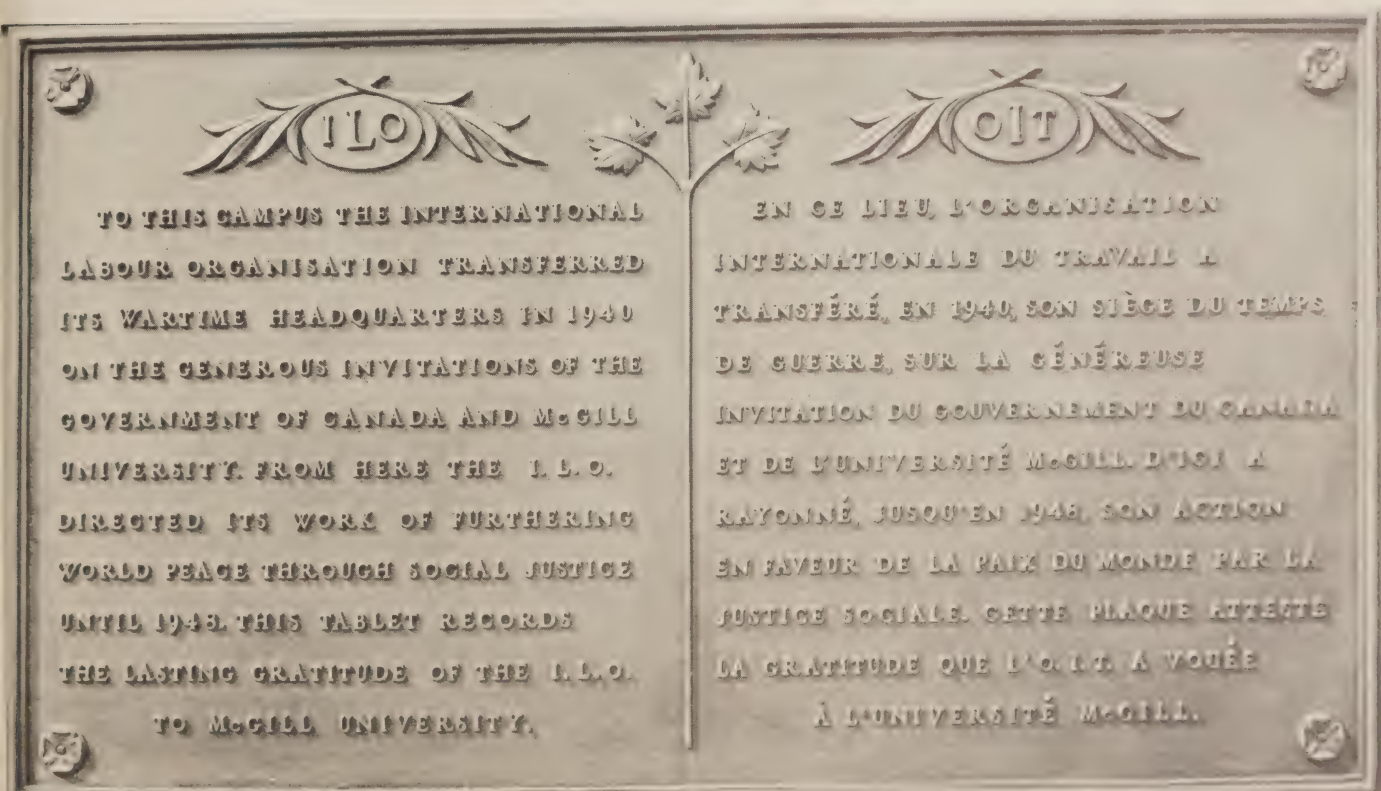


Photo by Capital Press Service

The bronze plaque commemorating the work of the ILO at McGill University that was presented to the university in gratitude for its wartime hospitality.



generally. In addition, this would increase, from an acute danger to a certainty the probability of the defection of France. An ILO centered in neutral U.S. would be regarded in beleaguered London and throughout occupied Europe as having fled. Canada had been a belligerent from the beginning of the war, but it lay in the Americas. An ILO centered in Canada would therefore enjoy the greatest possible measure of the advantages of both worlds. A centre in Canada might be regarded as distant, but it would not be disavowed by beleaguered London, and it would be sufficiently of the Americas to be accepted by both the U.S. and Latin America. It would have open communications with as much of the world as remained accessible to the ILO. We could not hope to hold many meetings, but there would be abundant facilities for information and publication, and every opportunity for developing our technical co-operation with Latin America, and we could hope to maintain close contact with the governments on both sides of the Atlantic and elsewhere. In this appraisal, there was no forecast of the warm reception or the degree of exceptional co-operation we would receive in Canada.

What part, if any, this conversation played in the ultimate decision I have never known. My impression as I left Winant that day was that he had a temperamental preference for transferring the working centre to a belligerent country, but believed that the importance of preserving the freedom of action of the ILO, and his responsibility for a staff of varied nationalities precluded him from transferring the working centre to a Britain still threatened with invasion. He had perhaps at that time not ruled out the possibility of a transfer to the U.S. but must have known, though he did not tell me, that there was strong opposition in Washington to giving the ILO anything better than refugee status. In retrospect, I have sometimes wondered whether our conversation did not at least persuade him that what some had thought of as a last resort was in the circumstances of the time a unique opportunity.

A further document, a suggested statement of Allied policy relating to the ILO, together with an accompanying explanatory memorandum, proposed to reaffirm the earnest desire of the Allies that the ILO should maintain its activities and the identity of ultimate purpose between the war effort of the Allies and the activities of the ILO. It would have welcomed and endorsed the Declaration of Havana and pledged the willing co-operation of the Allies with the governments and peoples of the American continent for the accomplishment of the "high purpose" set forth in it. Of special importance was the

proposed paragraph related to freedom of association. The draft concluded with a proposed endorsement of the action taken by the director to secure the continued freedom of action of the office, and a reference to the potential value of a full and impartial record of the social developments and changes that the war was inevitably producing throughout the world "for the formulation of wise policies" when a peace of freedom and justice would make possible "the rebuilding of the good life, which the ILO was founded to promote."

This draft was carefully considered in Montreal shortly after the transfer, but it was decided not to proceed with it at that time on the grounds that it would add nothing to what the play of political forces would secure without it, and would increase to the breaking point the strain on our relations with the French. In these circumstances, it appeared wiser to leave the matter suspended, and the draft was put to one side for possible use at a later stage.

The next major statement of ILO policy was the report to the governments, employers and workers of member states of the ILO issued by Winant on February 14, 1941, at the time of his resignation to become U.S. Ambassador in London. It was in part a record of his stewardship, and in part a personal testament, but it contained some important statements of policy. The first was the justification for the transfer to Montreal:

It was vital that the organization should retain complete freedom of speech and action, but it would have been a poor return for the hospitality afforded by the Swiss Government and people during so many years to have added to the difficulties of their position by attempting to exercise these freedoms on Swiss soil. It was obvious that contacts of all kinds with many of the member states of the organization were cut off entirely, while others were so irregular as to be ineffective. It was my clear duty to avoid all danger that the ILO, the repository of the traditions of a worldwide effort at tripartite international co-operation to promote social justice, should become the tool of political forces that would have attempted to use it as a mask for policies of domination, rather than as a spearhead of social and economic freedom. It was necessary, therefore, to establish a working centre outside Geneva and to transfer to it the staff required in order to carry out obligations to member countries and to render useful service.

The report also restated in Winant's own style the general policy enunciated in the earlier statements, and it concluded on a characteristic note:

I leave the ILO in your hands — those of the governments, the employers and the workers of the free democratic countries of the world. It is your instrument for orderly social change. As you use it, it will become strong. It lives in the movement of your opinion and in your faith. It is armed with your courage and your conviction. With God's will and a just cause, you will not fail.

There was no further major statement of ILO policy until it was possible to hold a representative conference of the organization, subsequently held in New York in October-November 1941. This conference, which had before it a report on *The ILO and Reconstruction*, submitted by Phelan as acting director, adopted two resolutions that later became the basis of the wartime policy of the ILO. The first resolution included a preamble embodying three propositions of policy:

- that the victory of the free peoples in the war against totalitarian aggression was an indispensable condition of the attainment of the ideals of the ILO;

- that the close of the war must be followed by an immediate reconstruction effort, previously planned and arranged, including provision for the resettlement of workers, the changing-over of industries to the needs of peace, the maintenance of employment, and the raising of standards of living throughout the world; and

- that the ILO was peculiarly fitted to take part in this work.

The second resolution endorsed the principles of the Atlantic Charter dealing with economic and social matters and freedom from fear and want, requested that the fullest use be made of the machinery and experience of the ILO in giving effect to these principles, and pledged the full co-operation of the ILO in their implementation. This resolution was an International Labour Office initiative; its purpose was to give us an unequivocal mandate in general terms on which we could rely for the remainder of the war unencumbered by procedural arrangements that might prove to be inapplicable in practice.

The following day, the conference paid tribute to the "brave peoples of China, Britain, Russia and their allies" and declared that only "the victory of free nations the world over" could "save the world from hopeless chaos."

These were the resolutions adopted. We had had in reserve a bolder draft. During the weeks preceding the conference, and even during its course, there were no means of estimating the degree of probability that the U.S. would be in the war before the conference was over. (As it happened, the Japanese attack on Pearl Harbour occurred a month and a day after President Roosevelt had told the



conference that "Berlin is at this moment the principal slave market of the world.") If the U.S. were to become a belligerent before or during the conference, some more far-reaching statement of policy that would otherwise be possible would become imperative. The concepts of "one world" and "the free world" were already taking shape; that of the United Nations remained to come.

How far should the conference attempt to give expression to the general trend of current thought concerning the purposes as well as the problems of the postwar world? A document was drafted under the title *Declaration of Freedom*. The draft invoked the "fundamental truth" set forth in the constitution of the ILO that lasting peace "can be established only if it is based on social justice," and it referred to the four freedoms "as the basis for the creation of a good society everywhere in the world." It asserted that social and economic justice in a world founded upon the four essential freedoms cannot be achieved except upon the basis of principles taken from Magna Carta, the Declaration of Independence of the U.S., the Declaration of the Rights of Man, the Constitution of the ILO, and the General Treaty for the Renunciation of War. The draft proposed to affirm the determination of the participants in the conference:

- to preserve for themselves and their children, government of the people, by the people, for the people;
- to pledge their co-operation in building up a commonwealth of nations based on the four essential human freedoms — freedom of speech and expression, freedom of worship, freedom from want and freedom from fear — and dedicated to social and economic justice and security for all;
- to proclaim their acceptance of reasonable equality of opportunity, irrespective of class, creed or race, as one of the leading objectives of such a commonwealth of nations; and
- to acknowledge that freedom from want everywhere in the world could be achieved only by recognizing a common responsibility for the organization of economic life.

There followed a paragraph, reminiscent of the London draft, emphasizing that the existence of a genuinely representative trade union movement is an essential element in the orderly government of industry in a manner consistent with the welfare of the community as a whole, and that the constructive partnership of the trade union movement, expressed through a greatly strengthened ILO, will be of vital importance in rebuilding the social and economic life of the world.

The draft concluded with an "appeal

to all who value freedom, wherever they may be, to unite with them in common resolve to uphold and defend with inflexible determination" these principles and liberties and to "pledge mutually to each other, in the sacred cause of freedom, their toil, their skill, their fortunes and their lives." Much of this would, of course, have been pruned away if the proposal had become the subject of more serious discussion; the draft was too academic, too allusive, too ambitious and too Anglo-American to be generally acceptable, but it was a useful preliminary canter. The contingency in which it was designed to be used never arose, but the unused draft is not entirely without interest as a first expression of our thinking. It was to find more cogent and polished expression two and a half years later in the Declaration of Philadelphia, and to provide the terms of reference for the postwar work of the ILO.

All of these statements of wartime policy were virtually superseded in 1944 by the Declaration of Philadelphia, which marked the transition from the wartime to the postwar policy of the ILO.

The concluding part will appear next month.

## COMING EVENTS

*June 1 — June 6* — Queen's University, Industrial Relations Centre, Kingston, Ont. The White-Collar Personnel-Management Seminar to promote more effective ways of managing, utilizing and motivating white-collar employees. The fee of \$350 covers registration, meals, lodging, books, supplies and reference materials.

*June 2 — June 6* — Institute for Training Specialists, New York State School of Industrial and Labor Relations, Cornell University, Ithaca, New York 14850. A course designed for persons who have responsibility for organizational training and development. Registration cost, including seven meals, is \$150. Accommodation is extra but will be arranged for by the organizers.

# Employment Review For February

Total employment increased slightly to 7,483,000 between January and February. Unemployment, at 473,000, was not much different from the previous month and the labour force increased by 20,000 to 7,911,000. Compared with February 1968, the labour force increased substantially by 322,000, or 4.2 per cent. Employment also showed a large gain of 331,000, or 4.7 per cent. There was little change in the number of unemployed persons.

## Employment

Farm employment was virtually unchanged from January to February. Small employment gains in manufacturing; community, business and personal service; and transportation, communication and other utilities, were partially offset by declines in trade and construction. Between January and February, there were small increases in employment in Ontario, the Prairies and British Columbia, and a small decrease in Quebec. Employment in the Atlantic region showed little change.

Non-farm employment was 313,000 higher than a year ago. The largest increases took place in manufacturing 90,000 and community, business and personal service, 89,000. These were followed by public administration (47,000); trade (46,000); and construction (34,000). Farm employment was up by 18,000. All regions shared in the year-over-year increase in employment. The largest employment gain occurred in Ontario (153,000). This followed by Quebec (68,000); the Prairie region (67,000); British Columbia (30,000); and the Atlantic region (13,000).

## Unemployment

The number of unemployed persons in February 1969 (473,000) was not much different from the previous month or a year earlier; the total number of unemployed persons in February 1968 was 482,000. Of the total unemployed in February 1969, about 27 per cent had been unemployed for less than one month, 41 per cent for one to three months, and 32 per cent for four months or more. Unemployment in February of this year represented 6.0 per cent of the labour force, compared to 6.4 per cent in February 1968, and 5.4 per cent in February 1967. The seasonally adjusted unemployment rate in February 1969 was 4.3 per cent.



# Employment Fatalities

## Fourth Quarter, 1968

The department has received reports on 177 employment fatalities that occurred during the fourth quarter of 1968. During the previous quarter, 262 fatalities were recorded. This is 39 more than the previously published total of 223 (L. G. February 1969, p. 136). In the fourth quarter of 1967, there were 292 fatalities recorded, 111 more than the preliminary figure (L. G. April 1968, 181, p. 256).

During the quarter, two multifatality accidents brought death to 7 workmen. In November, three miners died as the result of a cave-in at the Mascot Copper Mine, Hope, B.C. In December, four fishermen drowned when their Fishing Vessel "Carolyn A" was wrecked on rocky shoals, off Scatari Island, N.S. This illustrates the dangers involved in the fishing industry, because a similar accident accounted for six fatalities in the third quarter of 1967.

Four industry divisions accounted for 65.6 per cent of the total number of fatalities. Of the total, 36 occurred in transportation, 32 in construction, 27 in manufacturing and 21 in mining. The remaining 35.4 per cent were distributed in other industry divisions: forestry 11.3 per cent; public administration 6.2 per cent; trade 5.1 per cent; agriculture 4.5 per cent; service 3.9 per cent; and fishing 3.4 per cent.

The 25-to-44 age group accounted for 41.2 per cent of the total number of fatalities. Workers in the 45-to-64 age group accounted for 36.2 per cent; and the remaining 22.6 per cent were distributed among other age groups: 20-to-24, 11.9 per cent; 65 and over 6.2 per cent; and 14-to-19 4.5 per cent.

Four occupational divisions accounted for 72.3 per cent of the fatalities: craftsmen 36.7 per cent; transportation and communication workers 16.4 per cent; miners quarrymen and related workers 10.2 per cent; and loggers 9.0 per cent.

The distribution of the remaining 27.7 per cent among other occupational divisions was: labourers (not agricultural, logging, fishing and mining) 7.9 per cent; service and recreation workers 6.8 per cent; farmers 4.5 per cent; fishermen 3.4 per cent; sales occupations 2.3 per cent; and managerial and professional occupations 1.7 and 1.1.

Four accident-type categories accounted for 82.5 per cent of the total number of fatalities: struck by objects 30.5 per cent;

collision derailments, and wrecks, 20.3 per cent; falls and slips 17.0 per cent; and caught in on/or between 14.7 per cent. The remaining 17.5 per cent were distributed in: conflagration, temperature extremes and explosions 6.2 per cent; miscellaneous accidents 4.5 per cent; inhalations, absorptions and industrial diseases 2.8 per cent; contact with electric current and over-exertion 1.7 per cent each; and striking against or stepping on objects 0.6 per cent.

The employment fatalities covered in this review are those suffered by persons gainfully employed. They occurred during the course of or arose out of their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department, from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables (see Table H, p. 000). Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

A cross-section analysis of the greatest concentration of fatalities reveals that the 25-to-44 age group accounted for 65.6 per cent of the total number of accidents in construction and 52.8 per cent in transportation. An examination of the concentration of fatalities by occupation and industry shows that craftsmen, production process and related workers accounted for 36.7 per cent of the fatalities that occurred in construction and 59.3 per cent of those in manufacturing. Transport and communications workers

accounted for 52.8 per cent of the total number of fatalities that occurred in the transportation industry.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 70.0 per cent of the fatalities in forestry and 45.0 per cent in the transportation industry were the result of the victim being struck by different objects; 36.1 per cent of fatalities in transportation were the result of collisions, derailments, and wrecks; and 37.5 per cent of fatalities in construction were the result of being struck by objects.

During the quarter under review, there were 64 fatalities in October, 62 in November and 51 in December. By province, the largest number of fatalities, 59 occurred in Ontario, 47 in British Columbia and 22 in Alberta.

## Wage Schedules Prepared In January

During January, the Department of Labour prepared 276 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 201 contracts in these categories were awarded. In addition, 195 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in January for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
C.M.H.C.	1	\$ 65,952.65
Defence Production	89	211,640.00
Post Office	13	626,324.93
R.C.M.P.	1	1,830.64

During January, the sum of \$10,616.66 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 77 workers concerned.



# Conciliation

## *Before the Minister of Labour*

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Merrifield Transport Co. Ltd., Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: K. Hulse).
2. National Harbours Board, and Public Service Alliance of Canada (Police Association Group, Halifax, N.S., and Saint John, N.B.) (Conciliation Officer: C. A. Ogden).
3. Abitibi Provincial Inc., Val D'Or, Que., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: S. T. Payne).
4. Air Canada, Montreal, Que., and District Lodge 148, International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).
5. Baton Broadcasting Limited, CFTO-TV, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: H. A. Fisher).
6. Eastern Transport Limited, Truro, N.S., and Local 505, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane).
7. Western Cartage & Storage (1962) Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).
8. The Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (Conciliation Officer: T. B. McRae).
9. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Brotherhood of Railroad Signalmen (Conciliation Officer: G. R. Doucet).
10. St. Hyacinthe Express Inc., St. Hyacinthe, Que., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne).
11. H. W. Bacon Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: T. B. McRae).
12. The Bell Telephone Company of Canada, and Office and Professional Employees' International Union, Local 131 (Directory Advertising Sales Employees, Western Region, Toronto, Ont.) (Conciliation Officer: H. A. Fisher).
13. Tank Truck Transport Limited,

Rexdale, Ont., and General Truck Drivers' Union, Local 938, Toronto; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, Kingston; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, Windsor; and Transport Drivers, Warehousemen and Helpers' Union, Local 106, Montreal (Conciliation Officer: T. B. McRae).

14. Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (I.R.F. pilots) (Conciliation Officer: D. S. Tysoe).

15. Northern Distributing and Warehousing Ltd., Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers, Local 189 (Conciliation Officer: A. E. Koppel).

16. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (representing 11 trucking companies in Quebec) and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: C. E. Poirier).

### **Settlements by Conciliation Officers**

1. Canadian Westinghouse Company Limited, Atomic Fuel Plant, Port Hope, Ont., and International Union of District 50, United Mine Workers of America (Conciliation Officer: H. A. Fisher) (L. G., April, p. 244).

2. Bushnell TV Co. Limited, CJOH-TV, Ottawa, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: H. A. Fisher) (L. G., April, p. 244).

3. Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: reassigned to D. H. Cameron) (L. G., Jan., p. 34).

4. Canadian Pacific Air Lines Limited, Vancouver International Airport (Printing Department) and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. S. Tysoe) (L. G., Jan., p. 34).

5. Eldorado Nuclear Limited (Beaverlodge Operation) Eldorado, Sask., and Local 913, United Steelworkers of America (Conciliation Officer: A. E. Koppel) (L. G., Dec. 1968, p. 711).

6. Baton Broadcasting Limited, Toronto, Ont., and Toronto Newspaper Guild, Local 87, American Newspaper Guild (Conciliation Officer: H. A. Fisher) (L. G., Nov. 1968, p. 650).

7. Cominco Ltd. (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Officer: reassigned to D. S. Tysoe) (L. G., Nov. 1968, p. 650).

### **Conciliation Boards Appointed**

1. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767, International Association of Machinists and Aerospace Workers (employees of the mechanical, clerical and catering departments, and licensed and unlicensed personnel on the M.V. *Inland*) (L. G., Jan., p. 33).

2. Smeed's Moving and Storage Limited, Regina, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., Jan., p. 33).

### **Conciliation Board fully Constituted**

1. The Board of Conciliation and Investigation established in December to deal with a dispute between McKee Moving and Storage Company Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., March, p. 176) was fully constituted in February with the appointment of Professor N. M. Ward, Saskatoon, as Chairman. Prof. Ward was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Dick Shmigelsky, and union nominee W. G. Gilbey, both of Saskatoon.

### **Settlement before Board Met**

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, The American Newspaper Guild (L. G., Feb., p. 105).

### **Dispute Settled by Conciliation Board**

National Harbours Board, Port of Montreal, and National Syndicate of Employees of the Port of Montreal (CNTU) (cold storage warehouse and refrigeration engineers) (L. G., July 1968, p. 412).

### **Settlement after Board Procedure**

Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (Watchmen, Montreal, Que.) (L. G., April, p. 244).

### **Settlement by Mediation**

Major Canadian railways and Division No. 4, Railway Employees' Department, AFL-CIO (shopcraft unions) (W. P. Kelly, Director, Conciliation and Arbitration Branch, acted as special mediator).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.



# Certification

## Before the CLRB

The Canada Labour Relations Board met for two days during February. It granted three applications for certification, rejected one, granted one request for the review of an earlier decision, and granted one application for revocation. During the month, the Board received thirteen applications for certification and allowed the withdrawal of one such application.

### Applications for Certification Granted

1. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of yardmen employed in Regina and Saskatoon, Sask. by Melchin Auto Transport Ltd., Calgary, Alta. (L.G., March, p. 175).

2. The CFRN Radio and Television Employees' Association on behalf of a unit of employees of Sunwapta Broadcasting Limited, Edmonton, Alta. (L.G., March, p. 175).

3. Office and Technical Employees' Union, Local 15, Office and Professional Employees' International Union on behalf of the Vancouver terminal office employees, Gill Interprovincial Lines Ltd., North Burnaby, B.C. (L.G., April, p. 243). Sheila Lohman, *et al.*, employees of the company, had intervened.

### Applications for Certification Rejected

1. National Association of Broadcast Employees and Technicians, applicant, The Alberta Government Telephones Commission, Edmonton, Alta., respondent (Radio Station CKUA), International Brotherhood of Electrical Workers, Local 348, intervener, The Alberta Government Telephones Clerical Group, intervener, and the Attorney General of Alberta, intervener (Reasons for Judgment issued).

### Request for Review Granted

The Board granted a request by the National Association of Broadcast Employees and Technicians for review of the certification issued by the Board on July 28, 1966, which certified the union as bargaining agent of a unit of employees of Western Ontario Broadcasting Co. Ltd., Windsor, Ont. (L.G., March, p. 175). Having regard for the nature of the em-

ployee's work the Board found the classification of art director in the art department to be appropriate for inclusion in the existing bargaining unit.

### Revocation of Certification Granted

Fleet Express Lines Ltd., North Burnaby, B.C., applicant employer, and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L.G., April, p. 243). The application was for the revocation of the Board's order of February 17, 1965, certifying the respondent union as bargaining agent of a unit of drivers and other employees working in and out of the Vancouver terminal of the company.

### Applications for Certification Received

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a union of drivers employed by Kent Driver Services Limited, Merlin, Ont. (Investigating Officer: H. A. Fisher).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of the unit of drivers employed by Frederick Transport Limited, Chatham, Ont. (Investigating Officer: H. A. Fisher).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of the unit of drivers employed by Frederick Trucking Limited, Chatham, Ont. (Investigating Officer: H. A. Fisher).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of Regina branch employees of Motorways Van Lines Ltd., carrying on business under the name and style of Security Storage Division of Motorways Van Lines Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

5. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Jean Bouchard in trust for Canadian Vickers Limited,

Lauzon, Que. (Investigating Officer: S. T. Payne).

6. International Alliance of Theatrical Stage Employees and Motion Picture Machine Operators of the United States and Canada on behalf of a unit of personnel of Radio Atlantic Limited, Fredericton, N.B., employed at radio station CFNE (Investigating Officer: C. A. Ogden).

7. Office and Technical Employees' Union, Local 15, Office and Professional Employees' International Union on behalf of a unit of clerical employees of Millar & Brown Limited, Cranbrook, B.C. (Investigating Officer: D. H. Cameron).

8. *Syndicat National des employés de S.C.H.L. (CSN)* on behalf of a unit of employees of Central Mortgage and Housing Corporation employed at Place Benoît, Ville St-Laurent, Que. (Investigating Officer: G. R. Doucet).

9. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Radio Atlantic Limited, Fredericton, N.B., employed at radio station CFNB (Investigating Officer: C. A. Ogden).

10. *Syndicat National des employés de S.C.H.L. (CSN)* on behalf of a unit of employees of Central Mortgage and Housing Corporation employed at Terrasse Villieray, Montreal, Que. (Investigating Officer: G. R. Doucet).

11. Truckers, Cartagemen, Construction and Building Material Employees Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees in Edmonton of Motorways Van Lines Ltd., carrying on business under the name and style of Security Storage Division of Motorways Van Lines Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

12. Telecommunications Workers Union, Local 1653 (C.L.C.) on behalf of a unit of employees of Canadian Overseas Telecommunications Corporation, Montreal, Que. (Investigating Officer: S. T. Payne).

13. Seafarers' International Union of Canada on behalf of a unit of employees of Southeastern Commonwealth Drilling Co. Ltd., Victoria, B.C., employed in marine oil exploration and drilling (Investigating Officer: D. H. Cameron).

### Application for Certification Withdrawn

Seafarers' International Union of Canada, applicant, Navigation Voyageur Inc., Montreal, Que., respondent, and International Union of District 50, United Mine Workers of America, intervener (L.G. 1966, p. 657).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.



# PRICE INDEXES

## Consumer, Feb. 1969

The consumer price index (1961=100) in February remained unchanged from its January level of 122.6 but was 3.7 per cent higher than in February 1968.

The food index decreased by 1.0 per cent to 123.9 from 125.1, but was 2.6 per cent higher than a year ago. Prices for some staples, including milk and butter, remained unchanged; bread and sugar prices declined slightly. Vegetable prices decreased, on average, with markedly lower quotations for lettuce, celery, tomatoes and cabbage. There was an upward movement in the price of fresh fruits, due mainly to an increase in the price of oranges and apples. Meat price movements were mixed with lower quotations recorded for most beef items, outweighing rises in the prices for pork products and processed meats. Egg prices declined seasonally from the preceding month, but the average February level was higher than in earlier years.

The housing index advanced by 0.3 per cent to 122.3 from 121.9 and was 4.8 per cent above the February 1968 level of 116.7. The home-ownership component rose by 0.9 per cent as a result of increased prices for new houses, together with higher insurance premiums and maintenance charges. Rents increased, on average, by 0.2 per cent in most major cities. Among household operation items, furniture and floor covering prices were lower as a result of midwinter sales of these items. Utensils and equipment prices rose slightly.

The clothing index increased by 0.2 per cent to 121.8 from 121.5. It was 2.3 per cent higher than in February a year ago. Prices generally moved up from their sale levels of a month earlier. While men's and women's wear prices increased marginally, children's wear declined slightly, and footwear prices were unchanged. The price level of yard goods rose by nearly two per cent, exceeding declines due to sales a month earlier.

The transportation index advanced by 0.9 per cent to 117.3 from 116.3, and was 3.6 per cent above the February 1968 level of 113.2. Higher car insurance premiums in several cities contributed to a 0.4 per cent increase in the automobile operation groups.

The health and personal care index advanced 0.1 per cent to 129.6 from 129.5. It was 3.6 per cent above the February 1968 level of 125.1.

The recreation and reading index rose by 0.4 per cent to 124.7 from 124.2. Higher cinema admissions in Vancouver, and increased magazine subscription rates, contributed to the increase.

The tobacco and alcohol component increased by 0.5 per cent to 121.9 in February from 121.3 and was 3.9 per cent above its February 1968 level of 117.3.

Group indexes a year ago in February were food 120.8; housing (shelter and household operation) 116.7; clothing 119.1; transportation 113.2; health and personal care 125.1; recreation and reading 117.6; tobacco and alcohol, 117.3.

## City Consumer, Feb. 1969

Between January and February, consumer price indexes declined in five regional cities and city combinations, advanced in four, and remained unchanged in one other. The changes ranged from a decrease of 0.3 per cent in both Halifax and Saint John, N.B., to an increase of 0.5 per cent in St. John's, Nfld.

Food prices declined in all cities except Montreal and Vancouver, while the housing index increased in all cities except Saint John and Saskatoon-Regina. The remaining index components registered predominantly upward movements.

Regional consumer price index point changes between January and February were: St. John's +0.6 to 117.8; Vancouver +0.5 to 117.3; Montreal +0.3 to 120.4; Edmonton-Calgary +0.1 to 119.2; Winnipeg remained unchanged at 120.4; Toronto -0.1 to 121.2; Saskatoon-Regina -0.1 to 117.7; Ottawa -0.2 to 120.1; Halifax -0.3 to 116.3; and Saint John -0.3 to 116.3.

## Wholesale, Feb. 1969

The general wholesale index (1935-39=100) moved up 0.3 per cent in February to 279.0 from the January index of 278.1, and was 4.4 per cent higher than the February 1968 index of 267.2. Six of the eight major group indexes were higher and one declined. The remaining group, textile products, was unchanged.

The animal products group index rose 0.7 per cent to 308.2 from 306.1 on higher prices for livestock, and fresh and cured meats. An advance of 0.7 per cent to 393.8 from 391.0 in the wood products group index reflected higher prices for spruce, cedar, fir, and wrapping paper. The vegetable products group index moved up 0.5 per cent to 240.0 from 238.9 reflecting price increases for sugar and its products, raw rubber and fresh fruits. The non-metallic minerals products group index advanced 0.4 per cent to 209.8 from 208.9 on higher prices for crude asbestos, sand and gravel, and window glass. Increases of 0.1 per cent occurred in two major group indexes, iron products to 278.7 from 278.4, and chemical products to 215.6 from 215.3.

The non-ferrous metals products group index declined 0.7 per cent to 253.7 from

255.6 as lower prices for silver outweighed higher prices recorded for electrolytic lead, aluminum, and tin.

## Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 0.5 per cent to 264.9 from 266.3 in the three-week period February 7 to February 28. The animal products index declined 0.7 per cent to 345.0 from 347.4 and the field products index declined 0.2 per cent to 184.7 from 185.1.

## U.S. Consumer, Jan. 1969

The United States consumer price index (1957-59=100) rose 0.3 per cent from December to January. The index in January was 124.1 per cent.

Advances in the cost of autos, homes, medical care, home mortgages, rents, fuel and maintenance of housing and food, were recorded. Meat and eggs paced an overall price increase for food of 0.7 per cent. A winter freeze in Florida was responsible for higher-than-usual increases in the cost of fruits and vegetables.

## British Retail, Dec. 1968

The British index of retail prices (January 16, 1962=100) was 128.4 at December 10, 1968, compared with 126.7 at November 12, and 121.2 at December 12, 1967.

The index for foods, the prices of which are affected by seasonal variations, rose by about 5.5 per cent to 125.7, compared with 119.0 in November. Increases in the average level of prices of eggs, tomatoes, apples and bacon were responsible for a rise of more than one per cent in the level of food prices as a whole. The index for the food group as a whole was 125.4 compared with 123.9 in November.

Prices of beer, wines and spirits, cigarettes and tobacco, were raised following increases in customs and excise duties. The average level of prices for the alcoholic drink group as a whole rose by less than 4.5 per cent to 132.7 compared with 127.2 in November. The group index figure for cigarettes and tobacco rose by about 7 per cent to 134.8, compared with 125.9 in November.

In the durable household goods group, there were rises in the price levels of a number of items. The group index figure rose by nearly 0.5 per cent to 115.4 compared with 114.9 in November.

Increases in the prices of petrol following an increase in the rate of duty were partly offset by a fall in the average level of prices of second-hand cars. As a result of these and smaller changes, the index for the transport and vehicles group as a whole rose by about one per cent to 122.5 compared with 121.1 in November.



## CUB 2795

A claimant who had last worked as a carpenter filed an initial application for benefit from the Unemployment Insurance Commission. He had been laid off because of a shortage of work. He requested the "dependency" rate of benefit, because he was supporting his 71-year-old mother and maintaining the house she lived in. She was not working or claiming unemployment insurance, and she was receiving an old age pension of \$103 a month. He added that he had been supporting her for 12 years since the death of his father, and was paying "all bills, maintenance of building, food, which is beyond her means."

The insurance officer later notified the

On his behalf, the claimant's union, the United Brotherhood of Carpenters and Joiners of America, appealed to the Umpire and produced documentary proof of the money spent by the claimant for the upkeep of his mother's home. It was pointed out that, because food and utilities were paid for by cash, no vouchers could be submitted at the time of the appeal to the Umpire.

The board of referees reheard the case. The claimant did not attend, but was represented by his union, who contended that the pension received by the claimant's mother should not be considered as income. The board found that the evidence showed that the claimant provided for the upkeep of the dwelling owned by his

a week for his own board and lodging at home was not entitled to claim his mother as a dependant, and in CUB 588, the Umpire held that the payment of the claimant's own board and lodging does not constitute maintenance of a dependant. The present claimant, however, contributed an amount considerably in excess of the claimant whose claim was considered in CUB 2479.

•considering that the present claimant provided for the upkeep of the dwelling itself, the question to decide was whether the additional amount of \$30 a week given by the claimant to his mother might be considered, in addition to being payment for his own board and lodging, to be an amount sufficient to mainly maintain his mother as a dependant.

At the appeal hearing, the Umpire reviewed the background of the case. The claimant's father died in 1954 and the claimant took over the support of his elderly widowed mother, who had no income. Therefore the claimant was the wage earner of the home. The evidence of himself and his mother, corroborated in some respects by receipts, shows that he paid the property tax on the home and also paid fairly substantial home repairs bills in 1967, in addition to routine monthly bills for utility services and for medical and hospital plans and \$30 per week for food. "I regard the \$30 per week," the Umpire said, "when considered in the circumstances and along with other payments made by the claimant, as one of his contributions towards the running of the home and the support of his mother. The evidence does not support the decision of the board of referees that his status in the home was that of a boarder. He was the breadwinner in the years after his father died."

The Umpire pointed out that in her later years, the mother received a monthly old age pension of \$103: she had no other income that would make her total income more than \$25 a week and prevent her from being considered as a dependant. The Umpire then considered whether the claimant wholly or mainly supported his mother. The evidence satisfied him that he did, and that he was a person with a dependant. Therefore, the appeal was allowed.

# Decisions of the Umpire

claimant that under the Act and its regulations, he was not entitled to the dependency rate of benefit, because he had not proved that he wholly or mainly maintained his mother and had not shown that the extent of the support exceeded that received from other sources.

The claimant appealed to the board of referees. It was stated that his mother owned the house, but the claimant paid the taxes, amounting to approximately \$341, paid for repairs to the house and for service bills, bought groceries, which cost approximately \$30 a week, and paid for medical and hospitalization services. The board said the claimant had submitted no documentary proof of these payments and came to the unanimous conclusion that he was not entitled to the dependency rate for this reason. The appeal was dismissed.

mother and that he was giving her \$30 a week, but this was actually a payment for room and board. Because his mother received \$103 a month, the board concluded that the claimant had not proved that his contributions were sufficient to enable him to claim the dependency rate of benefit. By unanimous decision, the board again dismissed the appeal, and the decision was appealed to the Umpire.

Prior to the hearing, the insurance officer reported that:

•the board of referees concluded that the claimant did in fact provide for the upkeep of the dwelling owned by his mother, but that the \$30 a week he gave his mother was actually payment for his own room and board.

•in CUB 2479, the Umpire held that a claimant who was paying from \$10 to \$15



Canada  
Salutes

# 50 YEARS OF ILO



Fisherman's co-op, Ivory Coast.



Washington Conference, 1919.



Turin training centre.

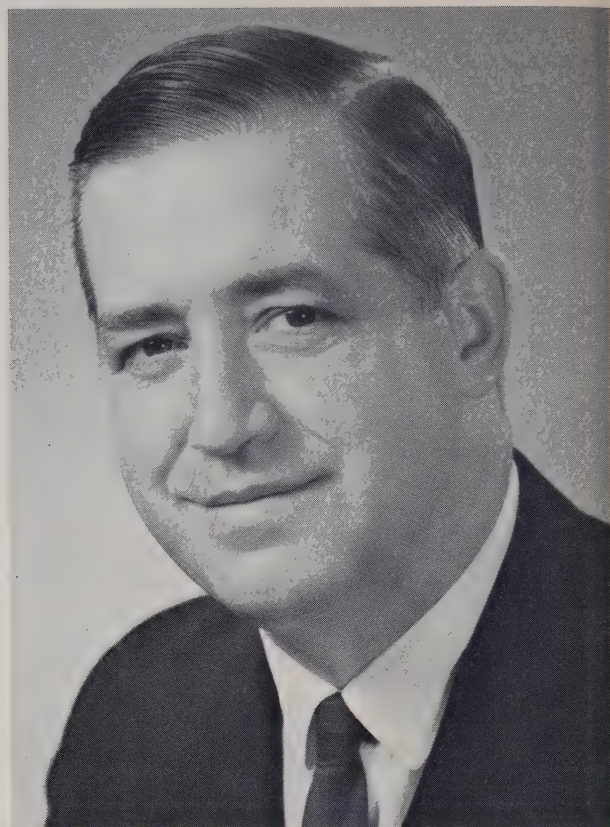


ILO Conventions result in a better standard of living for the world's peoples.

*ILO photos*



# A Salute From the Minister of Labour



A 50th anniversary is an important event in the life of any organization, but even more noteworthy in the life of an international organization. Since 1919, the ILO has been striving toward its goal of peace through social justice, and it is to its credit that more than 100 nations are today celebrating 50 years of co-operation in the improvement of the lot of working men and women.

The ILO has a special significance for Canada. Canada was one of the founding members, it is a member of the Governing Body, and it was the site of ILO headquarters during World War II. To commemorate the anniversary and publicize the ILO, Canada has planned a number of projects. One of the most important will be a tripartite conference, to be held in Ottawa this coming autumn.

Although the ILO is branching into other programs, its Conventions remain a significant guide for standard-setting throughout the world in mankind's progress toward more enlightened labour legislation. A recent notable ILO venture is the establishment of the World Employment Program, part of which was set up at the 1966 regional conference in Canada. Canada hopes to be able to make useful contributions to this and other projects of the ILO through our continuing support of the organization.

Many dedicated Canadian men and women have acted as delegates to ILO meetings, on the Governing Body, and on international ILO projects. By their service and enthusiasm, they are helping to make all Canadians more aware of the ILO and its functions.

Hopefully, continuing international co-operation will allow

the ILO to further its work as a worldwide forum for the discussion of labour and social issues, as a research centre, and as a salutary influence on labour and social legislation in the world. And through its research, technical and employment programs, and co-operation with other worldwide agencies and governments, the ILO is focusing attention on the economic imbalances in the world, and planning programs for their alleviation.

Never has the ILO motto, "poverty anywhere constitutes a danger to prosperity everywhere," had a deeper meaning than it has today. The rich industrial nations are moving farther and farther ahead of the poor nations, leading us away from our goal of a world in which there will be social justice for all. The ILO is one organization that is attempting to show nations a way out of this dilemma.

As Canada's Minister of Labour, I salute the ILO on its 50th Anniversary, and I hope that it will continue to attract the support it needs and deserves.

*Bryce Mackasey*

# Canada as an ILO Member— Performance and Potential

ONE OF THE major problems of Canada's participation in the ILO was what sort of action Canada was going to take to implement ILO Conventions. As in the case of the first ILO Convention, dealing with an eight-hour day and a 48-hour week, the legislative jurisdiction of the subject fell to the provinces, under the terms of the British North America Act. The issue was referred to the Department of Justice to decide whether enactment should be left up to the provinces or to the Dominion Government. In the opinion of the Minister of Justice, the provincial governments had jurisdiction in this field and not the Dominion. This being the case, it would require legislation in each of the nine provinces as well as in the Dominion Government, with respect

to the industries coming within federal jurisdiction, in order to secure compliance with the Convention.

How could this be accomplished? Nobody had any clear answer. The Trades and Labour Congress of Canada was urging the Government to take action, though what kind of action was possible seemed less and less clear. It suggested that, if necessary, the BNA Act could be amended to make such legislation possible. The Congress also approached the various provincial Governments asking that they enact legislation on hours of work. The most satisfactory response came from the Government of British Columbia, which passed a series of Acts to conform with the Hours of Work Convention and various other ILO Conven-

tions. The proclamation of these Acts, however, was made contingent upon the passing of similar legislation in other provinces, and this was not forthcoming.

Back came the Congress to the Dominion

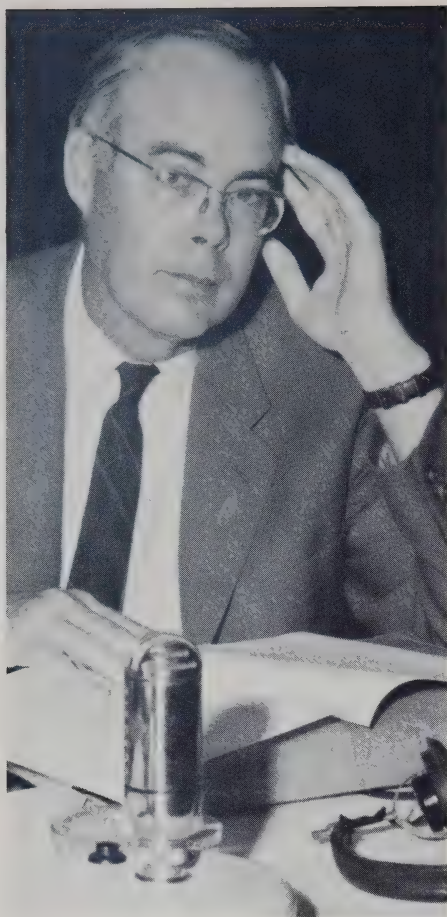
---

This article is extracted from a speech delivered by John Mainwaring, Director, International Labour Affairs Branch of the Department, to the International Affairs Seminar convened by the Canadian Labour Congress at Elliot Lake, Ont., in October 1968.

---

Government, this time with a twofold suggestion, that it introduce the eight-hour day on works coming within federal scope, and that it call a meeting of provincial government representatives to





ILO photo

John Mainwaring

facilitate joint action to implement the Convention within each jurisdiction.

During the 1920s, a series of such Dominion-provincial meetings did take place. One such meeting in 1923 was attended by representatives of workers and employers as well as the Dominion and provincial governments, and it gave consideration to the various ILO Conventions that had been adopted up to that time. The Canadian Manufacturers' Association commented after the conference that it seemed to be the consensus of delegates that implementation of the Hours of Work Convention was not practical politics. The CMA argued also that it would be "absolutely impossible for Canada to think of passing such legislation unless and until similar legislation was passed in the United States." The U.S. at that time was not a member of the ILO, and the prevailing opinion of the American Federation of Labor in any event was not very much in favour of labour legislation.

As time went by, Canada was able to ratify a few ILO Conventions dealing with matters coming exclusively within federal jurisdiction and covered by the

Canada Shipping Act. With respect to other ILO Conventions, Canada took no action to ratify during the 1920s. This was somewhat embarrassing with respect to Canada's international posture, because Canada had now been recognized as one of the states of chief industrial importance of the ILO and, hence, it might be expected that Canada would set a better example in dealing with ILO standards.

In all fairness, it must be stated that the position of some of the other industrialized countries with unitary and not federal forms of government was not all that much in advance of Canada. During its first few years of life, the ILO did not attain the quantity of ratifications of Conventions that might have been hoped for. The concept of the ILO as a body that could eliminate international competition based on labour standards was a difficult concept to achieve.

Nevertheless, the Convention system has been effective in other ways. ILO Conventions have come to represent a consensus on what constitutes a desirable international standard. Some governments may have already reached the standard and can ratify the Convention. Others will move toward it at their own pace. By and large, the more successful ILO Conventions have dealt with subjects whose economic significance is not too conspicuous. This includes Conventions on technical matters such as safety standards, protection of women and young workers, and labour inspection. In addition, it includes the very important ILO Conventions on human rights.

It is generally felt that the Convention system has an influence on national standards apart from anything that can be measured by the record of ratifications. Albert Thomas, the first head of the International Labour Office, once said: "We have taught the world to speak something like the same language on labour questions." This very realistic remark suggests that the research carried out by the ILO and the exchange of experience at International Conferences may mean more than the actual record of ratifications.

The next episode in Canada's relationship with the ILO standard-setting system concerned unemployment. During the early 1930s and the depression years, the ILO was much concerned with the problem of unemployment, which, according to ILO figures, affected as many as 25 million workers throughout the world. The ILO pioneered in the concept of public works as a means of sustaining employment. It advocated such measures as the abolition of overtime and the adoption of social security programs that include unemployment insurance. It must

be remembered that these were the days when social security legislation was rare among the nations of the world. In addition, the ILO emphasized the desirability of a shorter standard workweek as a means of distributing available work over a larger number of persons.

The Canadian House of Commons in 1932 adopted a motion calling attention to the Hours of Work Convention and urging its implementation throughout Canada. The response was not particularly noticeable. Hon. R. B. Bennett, Prime Minister of Canada, in 1935 announced his intention, as part of his program of "New Deal" legislation, to ratify the ILO Hours of Work Convention. Mr. Bennett took as his authority the famous Section 132 of the BNA Act dealing with international treaties. He reasoned that if Canada ratified an ILO Convention, it would then be bound by the Convention as though it were a treaty. Having become subject to treaty obligation in this manner, Canada would then find power in Section 132 to carry out its obligation by adopting the necessary legislation. Accordingly, Mr. Bennett's Government ratified the Hours of Work Convention as well as two other labour standards Conventions. Parliament then enacted legislation to implement the Conventions, going beyond the normal federal jurisdiction and applying to Canadian industry generally.

This was indeed a bold step. Shortly afterwards, however, Mr. Bennett's Conservative Government lost a federal election. The New Deal measures were not proclaimed, but were referred to the Supreme Court of Canada, which divided three to three on the validity of Mr. Bennett's initiative. They were then referred to the Judicial Committee of the Privy Council, which declared the legislation *ultra vires* of the Parliament of Canada. Their lordships reasoned that the use of Section 132 to expand the area of federal jurisdiction might very well be carried to an extreme so as to undermine provincial constitutional autonomy. They concluded, however, that Canada was by no means incompetent to legislate in performance of treaty obligations. "In totality of legislative powers Dominion and provincial together, she is fully equipped." Totality of powers, however, meant co-operation between the Dominion and the provinces.

This ruling by the Privy Council has of course become an important part of Canada's constitutional history, and the so-called Labour Conventions case is known and cited by people without other knowledge of the ILO and by people without any particular interest in labour legislation.

Canada's position with respect to ILO



Conventions was next examined by the Rowell-Sirois Commission on Dominion-Provincial Relations and was declared to be unsatisfactory. The Commission recommended "that the Dominion and the provinces together should decide how international labour Conventions should be implemented."

Meanwhile, World War II had started and the various Canadian Governments and the Canadian people had other things on their minds. Canadian interest in ILO Conventions lapsed. Canada's history with the ILO took a new turn, however, in 1940 when, following the Nazi invasion of France, Canada invited the ILO to set up headquarters in Montreal, on the campus of McGill University. Here the ILO spent the war and early postwar years (see following story).

When things came back to normal and the ILO returned to its Geneva headquarters, Canada as an ILO member had to re-examine its obligation with respect to the Conventions that had been ratified by the Bennett Government. Canada had ratified them, but had not implemented them. This began a somewhat embarrassing period for Canadian delegates to ILO Conferences, because the ILO Committee, which has the responsibility each year of scrutinizing the way in which member governments are applying the Conventions they have ratified, had some rather awkward questions to ask. Theoretically, Canada might very well have taken advantage of its right to denounce the Conventions, and thus escape its obligations. Canadian authorities, however, took the view that this would be a retrograde step. It would be preferable to call the attention of the provinces to the situation and rely on them to improve their legislation so that Canada could achieve full compliance with the Convention. In fact, this point has been pretty well reached with respect to two of the Bennett ratifications. With regard to the third, however, the Hours of Work Convention, the legislative position has indeed improved, but there are many gaps in our compliance with the ILO standard. The ILO calls attention to these gaps from time to time. But by and large, it has shown good understanding of the difficulty, and has accepted the decision to try to move toward complete conformity rather than denounce the Convention. The ILO maintains a "black list" of countries seriously in default on their ILO obligations, but Canada has not been included in this list.

One result of the embarrassment with respect to the Bennett ratifications was negative. Once bitten, twice shy. The prevailing opinion in Canadian government circles during the first ten or fifteen years after the war was that Canada should not

again seek to ratify Conventions where the jurisdiction to legislate in Canada was divided between the federal Government and the provinces. It was believed that the federal Government would be taking an unnecessary chance if, even with the full agreement of the provinces, it assumed an international obligation that one of the provinces might later, possibly as a result of a change in government, repudiate.

By the early 1960s, a change had come about in the prevailing Canadian view, initiated by the Canada Department of Labour. Canada now accepted that it was constitutionally possible for the federal Government to ratify Conventions, even though our compliance with these Conventions depended on the necessary legislation being enacted by the provinces. It was accepted that it was even desirable to press toward such ratifications and that it would be necessary to intensify federal-provincial co-operation on ILO matters. Steps were taken to meet this end. One way to stimulate interest in the ILO was to ensure provincial participation in the delegations to ILO meetings, particularly when matters under provincial jurisdiction were to be discussed. For the last several years, therefore, two provincial members have been included in the delegations to the ILO annual conferences. It is mutually understood that these provincial members of the delegations do not "represent" their provinces; on the contrary, they represent Canada. They work from briefing prepared by the Canada Department of Labour on the basis of consultations with the provinces.

Provincial observers have also been included in the Canadian delegations at the expense of their provincial governments and may be said to "represent" their Governments. Such observers do not have a right to participate actively in the work of the Conference, in a separate capacity from the Canadian delegations, but they do have the opportunity to follow the proceedings. The policy has been to encourage them to work closely with the official Canadian delegations, to attend the early morning briefing sessions of the government group, to give their views and advice, and to be present at meetings.

Every Canadian province has now been represented at several ILO meetings. The consequences have been beneficial, in the sense that every provincial Government now has first-hand understanding of how the ILO works and an interest in doing what is possible in Canada, to conform not only to the specific constitutional obligations with respect to ILO Conventions, but also to the strengthening of Canada's international image as a country that co-operates actively in the work of the ILO.

Albert  
Thomas



*ILO photo*

Albert Thomas, Director of the International Labour Office for the first 13 years of its existence, was its natural leader and, to a great extent, its creator. When he was elected to office by the first session of the Governing Body of the ILO, he had to decide whether the ILO was to be merely a fact-finding machine, a huge encyclopedia of labour statistics, or a dynamic world-changing institution to defend and extend the rights of workers everywhere. Mr. Thomas chose the latter course — a difficult and original one for an untried international organization to carry out. His plans, however, became clearer as he outlined to the successive conferences what he intended the functions of the new office to be.

The mainspring and storm centre of the ILO, Mr. Thomas had brought to the organization his unusual gifts as organizer, administrator and politician. He had directed the ILO from its first meeting in 1919 and was so internationally minded that he won the confidence of delegates of every country represented there.

Shortly before his death in 1932, Albert Thomas said: "The world in which we live and struggle is big with new ideas, still uncertain, indefinite, confused, but arising out of the great upheavals of the war and postwar periods and to some extent forced on the attention of every thinking man. Will our international institutions be able to clarify these ideas and translate them into facts? That is the question of the future. Whatever the answers may be, it is in the light of these ideas that they must seek their path and define their duties."



# HISTORIC MILESTONE

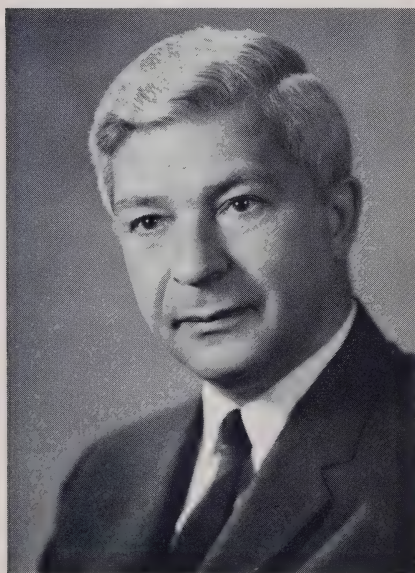
By Kalmen Kaplansky

*Director, Canada Branch, International Labour Office*

**F**IFTY years of an international, functional, inter-governmental organization is a significant historic milestone, an opportunity to evaluate the validity of the principles on which the United Nations itself is based. In the case of the International Labour Organization, it also represents a significant contribution toward the achievement of the objectives of social justice, human rights and the improvement of conditions of life and work generally.

The ILO, during this critical historical period, has been involved in: the systematic and continual development of programs that put man at the centre rather than as a side effect; the enhancement of the dignity and welfare of labour; the promotion of employment opportunities and acquisition of skills; the formulation and implementation of social objectives without which there is no genuine commitment to work itself; and the incorporation of non-governmental organizations into the fabric of international relations on a basis of equality with that of governments. The sum total of these developments and this continuing work is the International Labour Organization on the occasion of its 50th anniversary.

One can concentrate upon many achievements and innovations that the



*Photo by Thomas Studio (Ottawa) Ltd.*

Kalmen Kaplansky

ILO has initiated since 1919: international standards in the form of Conventions and Recommendations, and in particular the intricate process of their implementation; international research and publications dealing with a wide variety of social, labour and economic issues; periodic gatherings at the international, regional or industrial level that serve as unique meeting places for governments, employers and workers representatives; and large-scale technical assistance programs in the developing world. All these and many more are aspects of the present work of the ILO.

What of the future? On the occasion of the 50th Anniversary, the Organization will launch a program that will bring into sharp focus not only the initiatives that it has undertaken in the past, but also the springboard for new operations — this will be the World Employment Program. It is intended to be a world campaign for enhancing employment opportunities and providing training facilities for the hundreds of millions who are idle today through no fault of their own.

There is dire need for such an undertaking. The vital subject of jobs, of human resources, of the elimination of discrimination in employment, of conditions of life and work are universal concerns and are still inadequately publicized and insufficiently emphasized. Only the ILO with its 50 years of pioneering experience can mount a worldwide effort that could become an essential link in the common struggle of the UN family of international organizations for a better and more hopeful future through economic and social development for mankind as a whole. One understands full well that, without a fuller and more productive utilization of human resources, there can be no hope for this development, nor for the attainment of social justice.

The Government of Canada, trade unions and employers' organizations of Canada have been associated with the ILO since its very inception, and have not only contributed to its effectiveness, but also benefited from it. The projections for the second half-century of the Organization's existence present a challenge and an opportunity for involvement and effective participation that should appeal to all Canadians.

# GREATER CHALLENGES AHEAD

By Donald MacDonald

*President, Canadian Labour Congress*

**T**HE 50th Anniversary of the International Labour Organization is cause for celebrating not only the birth of an important organization, but also the recognition of a half-century of service that has, in so many ways, been unique.

As Canadians, we can take pride in the fact that our country was among the original participants, and Canada's active membership has continued over the years. Thus representatives of government, management and labour in Canada have had an opportunity to work with similar representatives of more than 100 countries in striving to better social conditions throughout the world.



*Photo by Thomas Studio (Ottawa) Ltd.*

Donald MacDonald

A great deal has been accomplished. Where progress has been disappointing, it has often been due to the complications of national constitutions and forms of government. Certainly, it is to be hoped that this occasion will result in a wider adoption of ILO Conventions throughout Canada.

Although the ILO has accomplished a great deal, still greater challenges confront the organization in the future. The creation of multi-national companies and the development of worldwide industry means that many of the problems that have hitherto been dealt with within national borders must now be met on an



international scale. This challenging situation obviously presents many problems, as yet unsolved; but the International Labour Organization, building on a foundation that has been established over the past half-century, is the logical body to provide leadership; and in so doing, it can contribute immeasurably to the welfare of all people.

thought of Canadians in all walks of society.

I believe that Canadian employer and worker representatives, in their discussions with representatives from other countries throughout the world, should be prepared to admit that our system had its share of imperfections, but that it also embodies certain concepts that have rebounded to the benefit of all our citizens. It is these concepts that we offer to our fellow citizens of the world community.

If the first 50 years of ILO activity were characterized by standard-setting, let the second 50 years be noted for a shift in emphasis to direct help to the emerging countries through technical and other assistance, which the ILO, through its member states, is in a unique position to provide.

## Record Contribution As Employer Delegate

Hugh W. Macdonnell, of Toronto, served with the Canadian Manufacturers' Association for the period 1920-61, and was Manager of the Legal, Industrial Relations, and Insurance Departments. He attended 14 International Labour Conferences between 1922 and 1956 as the Canadian employer delegate or as an adviser, and he also attended the American Regional Conference in Cuba in 1939. For a time after World War II, he was an employer-member of the ILO Governing Body.

Scholar and longtime student of international affairs, Mr. Macdonnell always took a thoroughly Canadian approach to subjects arising at ILO meetings. He is remembered in ILO as well as in Canadian management, government and labour circles for his high standards of integrity and co-operation through several decades of service to Canada.



Hugh W. Macdonnell

# PEACE BASED ON SOCIAL JUSTICE

By A. Searle Leach

*President, The Canadian Chamber of Commerce*

THE Canadian Chamber of Commerce welcomes the opportunity of participating in the special section of the *LABOUR GAZETTE* highlighting the 50th Anniversary of the International Labour Organization.

The Chamber subscribes to the fundamental tenet of the ILO, as stated in its constitution, that "universal and lasting peace can be established only if it is based



*Photo by Arnott Rogers Batten Ltd. Montreal*

A. Searle Leach

upon social justice." We are also in accord with the ILO's motto: "poverty anywhere constitutes a danger to prosperity everywhere." Representatives of the Chamber have participated loyally in the ILO activities and have sought, by their attendance at meetings, to stress the central role of productivity improvement in economic advance. They have also asserted that the mere passage of legislation does not lead to economic betterment.

For the future programming of the ILO, we believe that a concentration on solid research, and an acceleration of technical assistance to those countries that require it can make the greatest contribution to the important role that the ILO can play in the years ahead.



John R. O'Dea

## THE NEXT 50 YEARS

By John R. O'Dea

*President, The Canadian Manufacturers' Association*

AS President of a national group that has had a close and continuing identification with the International Labour Organization since it came into being under the League of Nations, I can assure you that the Canadian Manufacturers' Association and its growing membership across our provinces are happy to join with all Canadians in taking note of the 50th Anniversary of this the oldest of the United Nations agencies.

As important as have been the ILO's activities, principally in the area of international standard-setting over the past half-century, it is the next 50 years on which we should focus our attention.

In my view, the ILO has one principal purpose, and that is the improvement of the quality of life for workers and thus ultimately, for all people in all countries, of the world. This is a goal that warrants the enthusiastic support and considered



# THE ILO AND THE WORKERS

By Marcel Pepin

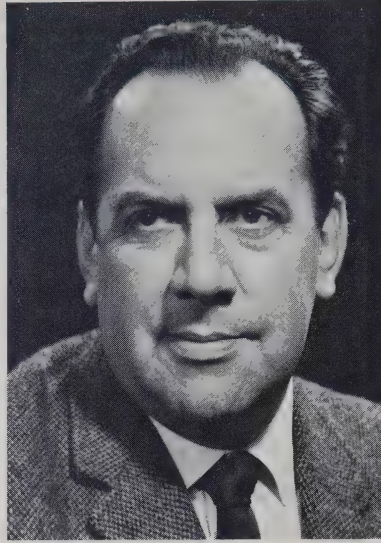
*President, Confederation of National Trade Unions*

THIS YEAR the ILO is celebrating the 50th Anniversary of its founding. It is well that this anniversary be strongly emphasized. It is also interesting to note that, together with Canada, the 118 member states will mark this event by appropriate programs and celebrations.

Despite the fact that we can justly protest against a few policies of the ILO and point to the routine that sometimes seems to clog its machinery, the Confederation of National Trade Unions is proud to join the many other labour organizations in commemorating this event. The CNTU does not, and has not for a very long time, limit itself to closely following ILO activities, but each year it takes part in the annual conference. In the past, a business agent of the CNTU was able to assist groups of workers from developing countries. The object of this technical assistance, which was provided through the technical services of the ILO, was a better trade union training of workers in the underdeveloped countries. The CNTU is prepared to continue this co-operation, because it considers that one of the major achievements of the ILO has been the setting up of technical assistance programs that have promoted the expansion of the trade union movement, thereby contributing to the respect of men in society.

To effectively achieve solidarity of the workers of all the countries of the world, and in order that this desire for solidarity be not merely a statement of intent, the CNTU proposes to extend its field of activities to the international scene. In this particular effort, the CNTU does not want to ignore such important international bodies as the ILO.

The ILO has brought about many improvements in the living conditions of workers throughout the entire world. It would be superfluous to give a complete list of the Conventions adopted by the International Labour Conference, but I cannot help recalling two: the one concerning hours of work (40 hours a week), and the other guaranteeing freedom of association. These two Conventions and several others have had great impact in several countries. We are aware, however, that the ILO does not have the coercive means to have these Conventions implemented by member states. It appears desirable, therefore, that, in the search for improvement in its structures and efficiency, this problem of the implementa-



*Photo by Jean-Louis Frund*

Marcel Pepin

tion of the Conventions find a real solution in order that the member states can no longer evade their commitments.

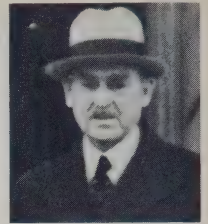
The status of countries like Canada, under the national constitution, where the jurisdiction in labour matters is left with the provinces, must be re-examined in terms of relations with the ILO. The conventions adopted by the conference involve our country in a field where it has little jurisdiction, and the provinces who have this jurisdiction are not themselves involved. For the protection of workers, there is high need for early re-examination and correction of this situation.

The tripartite character of the meetings of the conference must be retained, although important improvements are necessary to make procedures less dull and dry. To a certain extent, it is deplorable that the block constitution among the group of workers within the conference prevents the organization from achieving its full potential. The problem affects the very efficiency of the conference and its future role.

It will also be necessary to consider shortly an important structural change in order to ensure that, in all the governing agencies of the ILO, all international tendencies be represented. Otherwise there is a risk that the organization may become a "select club."

Employer and employee representatives are aware that the ILO has become a huge machine. Have we not reached the point where this problem should be resolved soon in order to avoid a situation

Walter  
A.  
Riddell



*Public Archives of Canada photo*

Dr. Walter A. Riddell was a Canadian government delegate at 17 sessions of the International Labour Conference. Dr. Riddell's responsibilities were broadened in 1925 when he became the Canadian advisory officer to the League of Nations, a permanent post in which he was the connecting link between the Government and the League. He was elected as chairman of the Governing Body in 1935, one day after Canada regained a seat on the Governing Body as a result of Germany's withdrawal. In accepting the office as chairman of the Governing Body, Dr. Riddell said the choice was a tribute to the interest Canada had taken in the work of the ILO since it was set up by the peace treaty of 1919 to improve labour conditions throughout the world. Canada's interest, he said, had recently given birth to a great deal of social legislation by the Dominion Parliament, such as the Unemployment Insurance Act.

One of Dr. Riddell's major contributions to the ILO was the innovation of a special balloting system. This was devised to provide equity in decision-making during committee sessions of the general conference. This consists in essence of applying a common denominator figure that embraces the particular total of delegates attending any one particular general conference, and each grouping of delegates is allowed a number of votes in proportion to that total common denominator.

in which form is more important than substance?

Other constructive criticisms could be made at this time. Nevertheless, the ILO has fulfilled an important mission and, provided that some adjustments are made, it can still play a major role in the future concerning the respect of human rights and the improvement of the living conditions of workers. It is in this perspective that we should all work.



# *The First Big Step*

CANADA as a country came of age at the First International Labour Conference held at Washington in 1919 (L. G. 1919, p. 1425). The conference in itself was an important step toward international co-operation and the building of a labour organization; but it held a special significance for Canada and, as a result, for the other Dominions of the British Empire. This conference marked the first time that Canada had participated in an international meeting as a full and independent state.

Canada's seating at this conference was part of a long evolution toward full independence from Britain and full sovereignty over her own external policies. There were still constitutional barriers to overcome, but Canada had been accepted by foreign nations as an equal and independent state.

The ILO was set up under the Treaty of Versailles in 1919 following World War I. During the Paris Peace Conferences, a nine-country labour commission was established to deal with a British proposal to establish an international labour organization as part of the League of Nations apparatus. Canada, being part of the so-called British Empire Delegation, did not have national representation at the Paris Peace Conferences, but there was a Canadian group headed by Sir Robert Borden, the Prime Minister.

Sir Robert had declared that "Canada got nothing out of the War but recognition," and recognition was what she chiefly sought both at Paris and Geneva. He began by securing recognition from the British, the French, the Americans and the new League of Nations for separate Canadian status in the ILO. At Washington the following autumn, Hon. Newton D. Rowell, Acting Secretary of State for External Affairs, let the press and public know that Canada's action in the ILO would be independent of that of the United States.

Recognition in 1919 was not without difficulty. The President of the United States, Woodrow Wilson, invited the ILO to hold its first conference in Washington from October 29 to November 29. He issued the invitation even though the U.S. could not be represented, because the U.S. was not a member of the League of Nations.

Canada was not invited as a country on its own. President Wilson sent an invitation to the British Government and in turn, the British Colonial Secretary wrote to Canada's Governor-General inviting the Canadian Government to take part in the Conference by sending representatives to accompany the British Empire Delegation.

After receiving the invitation through Britain, Prime Minister Borden negotiated

with the U.S. Secretary of Labor and later with President Wilson to exert pressure on the British Government. Sir Robert finally succeeded in obtaining their agreement that Canada should attend the Conference independently with her own tripartite delegation.

Of the 39 countries attending the Conference, Canada sent one of the largest delegations, headed by Senator Gideon Robertson, Minister of Labour, and Hon. Newton Rowell. As well, the Government sent 100 advisers, among them, Hon. W. L. Mackenzie King, a former Minister of Labour, and representatives from New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. The employer and worker groups each included one delegate and five advisers, nominated by the Canadian Manufacturers' Association and the Trades and Labour Congress of Canada and appointed by the Minister of Labour. The employer delegate was S. R. Parson, President of the British American Oil Co. and the worker delegate was P. M. Draper, Secretary-Treasurer of the Trades and Labour Congress of Canada.

At the Conference, Mr. Rowell set down Canada's policy toward the ILO that held steadily for many years. He said that even though employer and worker delegates agreed on a point and even though certain government delegates



Organizing Committee of the Washington Conference, London 1919

*ILO photo*



were to support them on a point, thus creating a majority, the sovereign member states would decide their own social policies individually.

The Washington Conference offered the first platform for discussion of an Italian proposal first presented at Paris in 1919. The draft Covenant called for the regulation of "the international distribution of foodstuffs and raw materials required to sustain healthy conditions of life and industry" in every country. This was the most important debate at the Conference in which Canada was concerned — the discussion of equitable distribution of raw materials. In stating Canada's position, Mr. Rowell said that some may think of the Conference as an international parliament, but that it had no more jurisdiction over the distribution of raw materials than over a way of "navigation to the moon."

Canada voted against the resolution and it was defeated 43 to 40. The Italian delegate complained that the "have" nations voted against his motion and he thought that national selfishness and not the international spirit was dominant at the conference.

The Conference was chiefly remembered, however, for passage of Conventions on hours of work, unemployment, maternity protection, night work for women, minimum age and night work for young people. This brought about in Canada a problem of jurisdiction which went on for several years because of the federal system in Canada. Of the six Draft Conventions adopted by the Washington Conference, three were found to fall within provincial authority and the question was referred to the Supreme Court of Canada in 1923.

At the end of this first general conference, the procedure for communicating the six Draft Conventions had not been clearly established. The Canadian Under-Secretary of State for External Affairs transmitted copies of the Conventions to the Deputy Minister of Labour. They had come addressed to the "Minister of Foreign Affairs." This was later cleared up and the ILO decided to undertake direct communication with the various ministries of labour.

Because the U.S. Senate had not ratified the Treaties of Peace signed at Versailles in June 1919, the United States was not entitled to official representation at the Washington Conference. Representation was extended to the U.S. by courtesy, without the privilege of voting.

U.S. Secretary of Labor W. B. Wilson presided at the opening meeting and was later elected by the Conference as its first president. The three vice-presidents elected were: Rt. Hon. George N. Barnes of Great Britain, nominated by Government delegates; Jules Carlier, Belgium,

nominated by employer delegates, and Léon Jouhaux, France, nominated by worker delegates. H. B. Butler of Great Britain was chosen as Secretary-General of the Conference.

During the conference, measures were taken for the creation of the Governing Body of the International Labour Office. The body set up was composed of 12 members representing governments, six

members representing employers, and six members representing workers. Canada became a member of the Governing Body as it is an important industrial nation.

The office was to be located in London, England, and Albert Thomas of France was elected its Provisional Director-General, with Arthur Fontaine of France as permanent Chairman.

# The ILO in Wartime

THE FIRST half-century of the ILO has been a continuous saga of unforeseen vitality in unprecedented situations. Among its most striking chapters, the story of the ILO in wartime is, in some respects, the most dramatic.

After the outbreak of war in 1939, Geneva was no longer a possible working centre for the ILO operations. The Axis powers controlled its lines of communications and could at any moment cut it off completely from the free world. Swiss policy, which was entitled to understanding and respect, precluded any ILO activity at or from Geneva that could be construed as unneutral conduct. It was therefore necessary to find a temporary headquarters from which to continue the work of the ILO.

The immediate problem was to retain the full support of both the belligerents who were defending the liberties of Europe and the democratic neutrals in Europe and the Americas. The ILO was conscious of the importance of labour problems in time of war and the acuteness of the social problems that would follow yet another war, especially during the period immediately following the termination of hostilities. It was believed necessary to maintain the continued participation of as many states as possible in the activities of the ILO in order to preserve and perhaps to develop the technique and habit of international collaboration, which might otherwise be lost and which would appear to furnish the only possible basis

on which to build up a solid and enduring peace.

There were two major political reasons for keeping the ILO in active operation — its value as a symbol for the future of world organization, and its value as an instrument for the future of social justice.

Several locations for a temporary headquarters for ILO operations were suggested. A neutral island in the Atlantic, such as the Azores, was rejected because it would be fatal for the organization to behave as a refugee. Britain was still threatened by invasion, although British and exiled government officials in London would like to have the ILO working centre in London or perhaps in Oxford. A London-centered ILO, however, would lose the support of neutral America and of the democratic neutrals generally. If the ILO were set up in the United States, on the other hand, it would be regarded by London and occupied Europe as

This article is a condensation of a paper written by C. Wilfred Jenks, Principal Deputy Director-General of the ILO, which he prepared especially for the LABOUR GAZETTE to mark the 50th anniversary year of the ILO. The complete text of the paper will be published in the LABOUR GAZETTE. Part I appears on page 277.





*ILO photo*

The first wartime home of the ILO at the Presbyterian College on the McGill University campus in Montreal.

having fled. In addition, there was strong opposition in Washington to giving the ILO anything better than refugee status in the United States.

Therefore, Montreal was selected as the base for the temporary headquarters of the ILO, which were set up in late 1940 at McGill University. Canada had been a belligerent from the beginning of the war but lay in the Americas. An ILO centre in Canada would therefore enjoy the greatest possible measure of the advantages of both worlds. It would have open communications with as much of the world as remained accessible to the ILO. There would be abundant facilities for information and publication and it could maintain close contact with the governments on both sides of the Atlantic.

The political value of keeping the ILO in being was fully appreciated in the highest quarters. Just as the creation of the ILO following World War I was made possible because Lloyd George, Woodrow Wilson and Clemenceau saw in it a major instrument of political stability, industrial peace and social justice, so its survival through World War II was made possible because Franklin Roosevelt, Churchill, Eden, Attlee and Mackenzie King saw in it a symbol of the continued vitality of the ideal of world organization, a democratic response to the totalitarian

suppression of free trade unionism, and the hope of orderly social progress beyond the strains of wartime and the expectations and social conflicts that they were liable to precipitate in the postwar world.

The ILO was fortunate in its wartime leadership. The strong corporate sense created by Albert Thomas, the first director of the organization, had survived and had been revitalized by John Winant, his wartime successor. Those who served in Montreal during the first years there look back on those years as the "finest hour" of their service in the ILO. With the rarest exceptions, the widely scattered suspended members of the staff of the ILO became the missionaries of its survival.

The ILO was able to survive the war because it was highly relevant to the major preoccupations of the time. It was in a unique position to meet them and was so considered by the labour movement in the free countries, whose co-operation was vital to the war effort and was accepted as such by those with supreme power and responsibility who knew and respected it. The possibility of survival became the fact of survival because successive crises were resolved and readjusted with the boldness or prudence that shifting fortunes required. The

ILO, unique in its tripartite structure of government, employers and workers, was the sole body of the League of Nations to survive the cataclysm of the war to provide a link with the past and future international organizations, and was able to expand its reputation, influence and authority, and to become the prototype of the relationship of the specialized agencies to the present-day United Nations.

Tom  
Moore



Tom Moore, a worker delegate to 10 ILO conventions, joined the United Brotherhood of Carpenters and Joiners of America and held every office in the local, including the presidency. He became general organizer for the brotherhood in eastern Canada. He was president of the Trades and Labour Congress of Canada from 1918 to 1935 and again from 1938 to 1943. During the Winnipeg General Strike of 1919, Mr. Moore led the moderate group, which he counselled to avoid entanglement in the strike. He thereby set a practical and constructive course for organized labour to which, in the main, organizations affiliated with the TLC adhered until its merger with the Canadian Congress of Labour in 1956.

Mr. Moore in 1919 was a member of a royal commission investigating labour conditions. The report of the commission urged the Government to establish old-age pensions and unemployment insurance. He took an active interest in international affairs, attended the first general conference of the ILO in 1919, and was elected to its Governing Body in 1922. He represented Canadian organized labour at the Pacific Relations Conference at Kyoto, Japan, at the British Commonwealth Labour Conference in London, and at the International Federation of Trade Unions meeting in Amsterdam.



**A** LASTING peace, based on social justice for all persons, is the aim of the International Labour Organization. To achieve this, the ILO does studies, passes Conventions and Recommendations on standards for working and living conditions, and carries out technical assistance programs throughout the world.

The philosophy of the ILO is based on two principles:

- lasting peace can be based only on social justice; and
- poverty anywhere constitutes a danger to prosperity everywhere.

The development of the ILO can be traced back to the early 19th century and the beginnings of the industrial revolution. The first promoter of labour reform through international co-operation was Daniel Le Grand of Switzerland. Although European governments were not ready to listen to him, he tried to induce governments to make agreements and to establish an international code of workers' rights. He also gave particular attention to the problems of child labour and the regulation of hours of work. But it was not until 30 years after his death that the first international action was taken by governments.

The International Workers' Congress held at Geneva in 1866 adopted a resolution reaffirming Mr. Le Grand's belief that international legislative action was needed to improve the position of the worker. The idea gained more and more support. The first international conference on labour was held in Berlin in 1890 where there was discussion of hours of work for women and children and of conditions in mines.

The International Association for Labour Legislation was set up in 1900, with headquarters in Basel, Switzerland. The following year, the Association established an International Labour Office that was financed by voluntary contributions and governmental subscriptions. The Swiss government convened a technical conference, in 1905, to which delegates from different countries discussed safety measures in industry and the employment of women at night.

The next year, a conference of government representatives was held in Berne, Switzerland, and it adopted two Conventions on the subject of the previous conference. One Convention restricted the night work of women in industry and the other prohibited the use of white phosphorous in matches. These were just the beginnings of a long road to the establishing of minimum standards in labour affairs and demonstrated the possibility of social reform through international co-operation.

Belief in international co-operation grew between 1905 and 1914, when U.S. labour leader Samuel Gompers called for a world labour congress. Canada was represented at an international conference for the first time in 1910, when Hon. W. L. Mackenzie King, then Minister of Labour, attended a meeting at Lugano, Switzerland. In 1916, a conference in Leeds, England, attended by labour leaders and unionists from many countries, called for the establishment of an international labour commission to promote labour legislation and a permanent international labour office to co-operate with the one already set up in Basel.

# Standards For Social Justice

A lasting peace was being sought after World War I and many delegates to the Paris Peace Conferences in 1919 hoped that this could be brought about by advancing the cause of social justice. As a result, the conference set up a 15-member committee on labour legislation. This committee was to lay the groundwork for a permanent international body. The committee sat for ten weeks and came up with an agreed document which, with some amendments, became the charter for the ILO. And the first meeting of the International Labour Conference was held in Washington that same year.

The ILO was seen by its founders as an organization for raising standards by

building up a code of international labour and practice. This standard-setting practice has remained of vital importance to the ILO even though the ILO has extended its work into many new areas.

One of the most distinctive features of the ILO is its tripartite structure. It is an intergovernmental agency, but employers and workers as well as governments take part in its work and have representation at ILO meetings. They have a free voice in debate and can—and often do—disagree with the government delegates and each other.

Each country belonging to the ILO sends four delegates: two government delegates, one employer delegate and one worker delegate, each with a vote in the International Labour Conference. But for a Convention or Recommendation to be adopted, there must be a two-thirds majority. The Conference is the supreme deliberative body of the ILO, meeting once a year at the Palace of Nations in Geneva, although meetings have been held in Washington, Montreal, Philadelphia, Paris, San Francisco and elsewhere.

Conference sessions are attended by more than 1,000 delegates, technical advisers and observers. In its work, the Conference:

- adopts international labour standards in the form of Conventions and Recommendations;
- adopts the ILO budget and assesses contributions of member states;
- elects members of the Governing Body of the International Labour Office every three years; and
- provides a world forum for discussion of social and labour problems.

The ILO's Governing Body is its executive council, meeting three or four times a year in Geneva. The Body is composed of 48 members, with 24 seats for governments, 12 seats for employers and 12 seats for workers. But 10 of the 24 countries on the Body hold permanent seats because they are "states of chief industrial importance." They are: Canada, China, France, Federal Republic of Germany, India, Italy, Japan, Britain, United States, and USSR.

The International Labour Office in Geneva is the permanent secretariat, research centre, publishing house and world headquarters for the ILO. But the ILO also works through various bodies, such as regional conferences and committees. The permanent staff in Geneva and around the world numbers more than 2,000 officials who are responsible for the execution of a year-round program of international action to raise living and working standards.

The ILO's Governing Body is empowered to elect the Director-General of the ILO





ILO's founding fathers at the birth of the organization in Paris shortly after World War I.

and supervises the work of the International Labour Office. The Director-General also acts as Secretary General of the Conference. Since its foundation in 1919, the ILO has had five Directors-General. The present one is David A. Morse of the United States, who was elected to the post in 1948 and has subsequently been re-elected twice.

Membership in the ILO is given to any member of the United Nations, but other countries may be admitted by a two thirds vote of the Conference. The ILO was originally part of the League of Nations but became the first specialized agency of the U.N. when the U.N. was formed in 1946.

Permanent and temporary committees and commissions play an important part in the structure and function of the ILO. Two of these bodies, the Committee of Experts on the Application of Conventions and Recommendations and the Committee of Social Security Experts are composed of independent persons of international standing. Other groups of experts

advise on particular labour questions.

In addition, the ILO in 1945 started a new venture by setting up its first Industrial Committees. The international industrial committees are designed to deal with the labour and social problems of major industries of world importance. Canada is a member of eight of them. They are: Inland Transport, Coal Mines, Iron and Steel, Metal Trades, Petroleum, Building, Civil Engineering and Public Works, Chemical Industries, and Advisory Committee on Salaried Employees and Professional Workers. Other committees are responsible for textiles and work on plantations.

The agenda at the first meetings of these industrial committees considered:

- the social problems of the industry during the period of transition from war to peace; and
- future international co-operation concerning social policy and its economic foundations in the industry.

But the role of these committees has gone beyond the original terms of refer-

ence. Since 1945, these industrial committees have sent hundreds of reports to the ILO Governing Body. The conclusions contained in these reports have often served as guides of action by ILO bodies, public authorities, employers' associations and trade unions. Conclusions have been used as the basis for such things as a Recommendation on the minimum age for working underground in coal mines and for a Convention and Recommendation on conditions of employment for plantation workers.

Besides these committees, the ILO convenes *ad hoc* meetings to study problems in other industries. Other ILO bodies include: the African and Asian advisory committees; the Inter-American Advisory Committee; the Joint Maritime Commission; and the Permanent Agricultural Committee.

Whatever form ILO activities take, their one common aim is to help member countries in their drive for progress. The ILO guides and recommends, it does not impose solutions.



# The ILO and Human Rights



*ILO photo*

THE RIGHT TO WORK — A Convention adopted in 1964 encourages productive work for all, free from discrimination.

**T**HE International Labour Organization was set up in 1919 to bring governments, employers and trade unions together to seek ways to protect the rights of individual workers and their families throughout the world.

The recognition that the inalienable rights of all human beings form the

foundation of world freedom, justice and peace inspired the Universal Declaration of Human Rights adopted by the General Assembly of the United Nations in 1948 (L. G. 1948, p. 273). But the concept of human rights has not remained static. It has evolved and broadened until it now includes rights and liberties that were not

considered fundamental in the past. Earlier texts were mainly concerned with civic and political rights, but the Universal Declaration now equally recognizes economic, social and cultural rights.

The International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and



*ILO photo*

THE RIGHT TO BE FREE FROM DISCRIMINATION — This most flagrant form of racial discrimination was formally condemned by the ILO in its 1964 Declaration concerning the policy of apartheid in the Republic of South Africa.



*ILO photo*

THE RIGHT TO BE FREE FROM FORCED LABOUR — The ILO adopted a Convention in 1930 to suppress all forms of compulsory labour, but recruitment of labour is still forced in some parts of South Africa.





*ILO photo*

**THE RIGHT TO GET EQUAL PAY FOR EQUAL WORK** — The ILO seeks positive ways to help women workers, who make up a third of the world's labour force, to achieve positions of practical equality

on the labour force. A 1951 Equal Remuneration Convention calling for implementation of the principle of equal pay for work of equal value has been ratified by 60 member states.

Political Rights are intended to lay down as standards of international law — to become binding by ratification — the rights proclaimed in the Universal Declaration. Many of these rights call for action within the scope of the ILO:

- the right to equality and freedom from discrimination;

- the right to work, to free choice of employment, to just and favourable conditions of work, to protection against unemployment;

- the right to fair remuneration and equal pay for equal work;

- the right to form and join trade unions, the right to rest, to limitation of working hours and to holidays with pay;

- the right to social security; and

- the right of mothers and children to care and protection.

Canada is one of 63 countries that have ratified the ILO Convention on discrimination in employment. Adopted by the Conference at its 42nd session on June 25, 1958, and ratified by Canada on November 26, 1964, Convention 111, Discrimination in Respect of Employment and Occupation, bars discrimination in employment on the grounds of race, colour, sex, religion, political opinion, national extraction and social origin. By doing this, Canada assumed an obligation to "declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view of eliminating any discrimination."

The ILO has pledged continued co-operation with the United Nations in the promotion of universal respect for and observance of human rights and fundamental freedoms on the basis of the dignity and worth of the individual.

The federal Government and most of the provinces have enacted positive anti-

discrimination legislation aimed at "equal opportunity in employment regardless of race, colour, religion or national origin." Although it may not be possible to completely eradicate discrimination by law or prejudice by education, many forms of discriminatory conduct and many forms of prejudice may be greatly lessened through such action.



*ILO photo*

**THE RIGHT TO HEALTH AND SELF-FULFILMENT** — Many ILO Conventions protect the rights of women and children. The ILO unanimously adopted in 1965 a Recommendation to ensure that women who want to work could do so in spite of family responsibilities. It urged the systematic development of child-care facilities to meet known needs.



*ILO photo*

**THE RIGHT TO LEARN MODERN TECHNOLOGY** — The ILO, with three other UN agencies, UNESCO, WHO and FAO, has been quietly at work since 1954 among the descendants of the Incas. Isolated on the Altiplano, a high Andean plateau, at altitudes of up to 12,000 feet, these 7 million persons seemed to have been left behind by time. Now, programs of education and vocational training, improved housing, hygiene and food production, are slowly but surely bringing the Andeans into the stream of modern life.



# Worldwide Technical Assistance Programs

**T**HERE is a great deal that can be done by Canadians to help in the development of the underprivileged societies of the world, says R. H. VanDusen, a Canadian industrial accountant working in the International Labour Office's technical assistance field. He is one of more than a dozen Canadian experts presently working abroad under ILO technical programs, which account for more than half of the organization's work.

Among the areas in which Canada has assisted in the technical assistance program are manpower planning and assessment, management development, worker education, vocational training, industrial relations, vocational rehabilitation for the disabled, and instructor training. Canadian experts have been working in more than 20 countries, including Greece, Egypt, India, Israel, Burma, Philippines, Korea and Viet-Nam. The biggest growth in ILO operations in the technical assistance field has been in the Special Fund sector operated in co-operation with the United Nations Development Program (UNDP). At the beginning of 1967, a total of 82 Special Fund projects had been assigned to the ILO. Of these, 58 were already in operation. Total allocations for the 82 projects is about \$70 million. With government counterpart contributions, the total sum involved is expected to be nearly \$200 million. Canada's contribution to these projects in 1968 amounted to \$834,492.

The Canadian experts have been working in a variety of assignments. Mr. VanDusen, who is now in Kingston, Jamaica, served for a year in Damascus, Syrian Arab Republic, with the Management Development and Productivity Centre operated by the ILO under the UNDP Special Funds project. He writes:

"My assignment in Syria was to aid in increasing the productivity of the industrial sector of the country by supplying professional aid to the enterprises in Syria. We carried out consulting assignments in both large and small companies with an aim to teaching the people modern techniques for business decisions. At the centre, each international expert is assigned two counterparts who work with

him on all assignments. The ultimate aim is for them to eventually take over the operation of the centre and continue its functions as an aid in improving local economic conditions. Our mission in Syria consisted of a team containing experts of all of the principal areas of management — general, production, marketing and financial. This balanced approach is used because experience has shown that the increasing of the productivity and efficiency of an operation cannot be achieved by the improvement of one particular area of activity only."

Lloyd J. Crabbe, a Canadian educator, has been on three ILO technical assistance projects. In Madras, India, Mr. Crabbe in 1963 aided in the development of a cadre of instructors for apprenticeship training and skill development for thousands of new workers for the expansion of the country's industries. "For the first time, these thousands of young people were in a position to receive vocational training formerly denied them. The highlight of our involvement was the satisfaction of

seeing graduating classes of some 200 young men, 22 to 28 years of age, leaving the institute highly motivated, frequently of a higher calibre than their national instructors — each equipped with a teaching package that would permit them to immediately fit into their local situations, the Industrial Training Institutes."

Mr. Crabbe's second assignment was in Skopje, Yugoslavia, shortly after the devastating earthquake the town suffered in 1963. "If you can imagine," he says, "a city the population of Ottawa with some 80 to 90 per cent of all buildings with the scars of the results of the earthquake. This situation in Canada would probably require the moving into the Ottawa area the majority of construction trades people from the whole country. Skopje certainly didn't have the people."

"The problem was to set up a training centre for semi-skilled, skilled and supervisory personnel in the building trades. A broad package of training was required for some 19 areas. Simultaneously, programs were developed for instructors,



R. H. VanDusen (centre), Canadian technical advisor to the Management Development and Productivity Centre, Damascus, participates at the opening ceremony of a seven-week course he conducted in 1967 on Management Accounting at the Syrian capital. With him are S. B. Nassri (standing), his Syrian counterpart, Dr. Abdullah Sallouta (with glasses), and A. H. Habab, Syrian Director of the Centre.





Three women (left) from the Ghasghai tribe of Iran operate their loom. The wooden trestle that holds the cord harnesses must be moved as the fabric lengthens. When the tribe wishes to move, the trestle must be dismantled, the warp and harnesses rolled and loaded on camel back. A new loom is designed to replace the ones previously used by the Iranian weavers. It could increase the amount of weaving done from 5 to 60 times. The equipment could be manufactured by local workers from small kits containing construction plans and all pieces that the village carpenter cannot make, and be made available at a low price.

supervisors, foremen and workers through a scheme of training that continued through 15 hours a day. With begged or borrowed equipment and company construction site facilities, the national and international staffs had several hundreds of graduates even before the full arrival of the ILO (U.N. Special Fund) equipment and full international team of experts."

Mr. Crabbe is now in Seoul, Korea, working with the newly formed Office of Labour Affairs in the Korean Ministry of Health and Social Affairs to develop a broad national plan for manpower development. "The broad emphasis is on technical expertise from international sources and equipment for instructor and supervisor training. The initial assignment involves developing not only the broad plan but in detail the development of a request for U.N. assistance in setting up and equipping a central Vocational Training Institute."

Ray Gaudreau, who is on loan to the ILO technical assistance program from the Canada Department of Labour, is currently in Kuala Lumpur, Malaysia. He has been assigned to the Ministry of Labour of Malaysia to review their research and statistical requirements. "This is a developing country," he says, "and its needs for labour information are changing with its economy." Mr. Gaudreau has discussed labour statistics needs with government officials, trade union officers and management representatives. He has developed a cycle of occupational surveys of employment, rates of pay and earnings in industry to obtain the much-required information and to set up a "tool" to train local personnel in modern statistical methods of work.

Robert Leclerc spent six months in Iran in order to find some method of improving hand-weaving techniques. This was requested by the ILO, which had been

advised by the Iranian Government that weavers were facing a situation in which they had to compete with the problem of industrialization.

Mr. Leclerc's task was to search for methods of improving the quality of the weave and speed production of the textiles. The actual salary of an Iranian weaver is between 17 and 50 rials a day (75 rials = \$1 U.S.). The more clever ones might earn up to 100 rials a day. Under the program, the weavers were encouraged to build a new frame loom that would be easier to operate and would allow the weavers to work comfortably. The loom being permanently adjusted, time would be saved and production raised by 50 to 80 per cent, and at the same time give a better quality to the material. "This suggested loom" he points out, "would allow weavers to weave a material as much as 60 inches wide, at an average speed of 55 shuttle crossings a minute. The present average is about 35 shuttle crossings a minute. These new methods will allow them to give more time to weaving, as co-operatives will prepare thread ready to be placed on the loom, thus saving many days of idleness between each piece of material. When the complete program will be in progress, production will be 250 per cent higher than it is today."

Steve Dembicki, a Canadian who received his Master of Engineering degree from McGill University, has been assigned to the National Institute for Training in Industrial Engineering in Bombay, India, as a consulting engineer under the technical assistance program. Mr. Dembicki was assigned to this project from its beginning in August 1963. Since then, staff has been recruited and developed into a working unit. Since March 9, 1964, when training courses started, more than 2,500 participants have

been trained in various industrial engineering subjects over a period of 773 course weeks.

Mr. Dembicki, the ILO Chief of Project, stresses the human aspects of management and the less dramatic but effective preventive approach to industrial engineering. He writes: "The strength of the institute lies in the calibre of its faculty of which there are currently 13 Indian members plus a director. During the five years of ILO/UN assistance, 15 international specialists have contributed to the project, and four are on assignment at the present time."

Leslie J. Shehan is working in Madras, India, at the Central Institute of Plastics, Engineering and Tools. The project is a United Nations Development Program (Special Fund) project operated by the ILO. "The object of the project," Mr. Shehan says, "is to train highly skilled plastics mouldmakers, mould designers and plastics engineers for the rapidly developing plastics industry in India. It also acts as a consultant to the industry and is a source of advice to those members of the industry interested in obtaining it. Basically, it is one segment of a general program of advanced training being carried out in India at the moment." By the end of the year, the training facilities will be housed in a new building presently under construction. The Institute's program of training is based entirely on the commercial manufacture of moulds, tools and dies, which will be used by the industry.

"From a personal point of view," Mr. VanDusen sums up, "it is very encouraging to guide and train your local counterparts in techniques perfected and used in our own countries to their advantage, and then discover them selling these same ideas to members of their business community."



---

# *“The Gates Should Stand Open”*

## *The ILO Looks at a Woman's World*

---

**A**BOUT a third of the world's labour force is made up of women. And in the world as a whole, 27 out of every 100 women are working outside their homes.

In the developing countries of Africa, Asia, the Middle East and Latin America, the great majority of employed women are in agriculture. They do almost every kind of work connected with crop production and livestock and poultry breeding. They work on family holdings as hired workers, sharecroppers or plantation workers and play a major part in the production of handicrafts, either for family use or for the market.

The growth of industry is widening employment and career opportunities for women and bringing them into all kinds of jobs at almost all levels of the occupational structure. They are being drawn into manufacturing work and into commercial and service occupations. They are gaining access to the professions and moving into skilled and responsible jobs in all fields. Increasingly they are finding work of a kind that men and women do side by side. Old distinctions between “men's work” and “women's work” are breaking down.

In recent years, the numbers and proportion of married women in the labour force have been increasing rapidly. Many married women work because they want to contribute to higher family living standards or to give their children a

chance for better and higher education. In some cases, there is a labour shortage and it is an economic necessity for the community. Whatever the motive, the increase in the number of married women working outside their homes poses new problems for the community, for the family, and for the women themselves.

In its early days, the International Labour Organization was concerned with protecting women against exploitation. The ILO's first General Conference, held in Washington in 1919, adopted international standards providing for maternity protection and limiting the employment of women at night in the interests of their health. At that time, women workers were vulnerable and in many countries their conditions of employment were deplorable, a serious menace to their health and the future health of their children.

In recent years the program has been broadened and aimed more directly at helping women to attain better training and equal opportunities, and to prevent them from becoming a special category of workers particularly liable to abuse.

Almost all the ILO Conventions establish international standards that are equally applicable to men and to women. The standards cover employment and unemployment, conditions of work, freedom of association and industrial relations, occupational health and safety,

welfare, social security. The special “women's” Conventions are: Maternity Protection, 1919, Revised 1952; Night Work (Women), 1919, Revised 1934 and 1948; Underground Work (Women), 1935; and Equal Remuneration, 1951.

In 1919 only one country had fixed the minimum period of maternity leave at 12 weeks, the standard set by the ILO Convention. Today some 50 countries have established this minimum for extensive categories of wage and salary workers, and in some cases a longer period of leave has been set. When the Convention was approved in 1919, only six countries prohibited the firing of a woman during maternity leave. Today about 50 countries do so.

The ILO in 1965 unanimously adopted a Recommendation to ensure that women who want to work could do so in spite of family responsibilities. The Recommendation urges the systematic development of child-care services and facilities to meet known needs, and asked that public and private organizations give consideration to such matters as organization of public transportation, harmonizing of working hours, school and child-care facilities, and development of home-aid services.

The General Conference in 1951 adopted a Convention calling for “equal pay for work of equal value.” The Equal Pay Convention has now been ratified by

51 member countries of the ILO. And there has been a growing acceptance of the equal pay principle in a number of countries that have not ratified the Convention.

The Discrimination in Employment and Occupation Convention, which was adopted by the Conference in 1958, outlines the principle of non-discrimination in employment and occupation on the grounds, among others, of sex. Various approaches to wiping out discrimination are suggested—abolishing discrimination in law, seeking employer-worker cooperation, and having the government set a good example. The Discrimination Convention has already been ratified by 54 countries. Canada ratified it in 1964, subject to reservation regarding sex. The ILO is creating special machinery for the implementation of a comprehensive program of special measures, including an intensive promotional and educational program, the preparation of a comprehensive factual study, model statutes and administrative regulations, and the establishment of an international clearing house for information and documentation on discrimination in employment.

A number of ILO Conventions and Recommendations contain provisions that seek to help the woman worker to obtain a good vocational background. The Panel of Consultants on the Problems of Women Workers, which met in 1959, underlined the importance of scrutinizing the impact of technological change on women's employment opportunities with the idea of adapting training facilities to the prospective requirements of women workers.

Other ILO Recommendations provide for the participation of women in the administration of social legislation. A 1923 Recommendation favoured women on labour inspection staffs. Another decision in 1928 recommended the inclusion of women in wage-fixing bodies. A 1933 Conference urged that women should be represented adequately in the administration of invalidity, old-age, and widows' and orphans' insurance.

A resolution adopted in 1964 urged the ILO member states to set up a central

unit for co-ordinating research, planning, programming and action on women workers' needs, opportunities and problems. The unit would be used also to develop arrangements for consulting employers' and workers' organizations and for disseminating information on all aspects of workers' employment and conditions of work.

Addressing the 1923 Conference in Geneva, to which she was a Canadian

government delegate, Miss Caroline Carmichael, President of the National Council of Women of Canada, said: "The broader the joint basis on which men and women work together, the better will be the specialization each side develops, and the more satisfactory for the community as a whole will be the sum total of the work carried out. We ask that the gates should stand open and that to pass through them there should be but one test, that of fitness and capacity."



More and more, women are leaving their looms for the factory and office.



# The ILO's Concern for Youth



*ILO photo*

Poverty and lack of schools drive children prematurely into the world of work.

**M**UCH has been done in the last 50 years to wipe out child labour. It is practically non-existent today in the industrial countries, but child labour — work by children under 14 and 15 years of age — is still a grave social evil in the countries just entering the path of social development. In the industrial countries, only 1 per cent of children under 15 work, but in southern Europe, the Middle East, and in many Latin American countries, the percentages range between 4 and 15 per cent.

The ILO has been in the forefront of international efforts to abolish child labour. Its work has had a persistent influence on national policies and practices, and ILO minimum wage standards have been widely accepted by member states. A resolution adopted by the ILO Conference in 1945 calls on governments to take as a goal the gradual raising of the minimum work age to 16 years, and a number of governments have already achieved this goal.

Two basic problems of child labour are poverty and lack of schools. Until more is done to raise family living levels, and

to make compulsory education a social reality, children will be driven prematurely into the world of work and will need protection from exploitation and abuse.

Three key elements form the core of the ILO's program of youth service in the manpower field: help in choosing work, help in finding work, and help in preparing for work.

The ILO has spelled out basic standards for the development and organization of vocational guidance facilities, and has suggested the basic principles and methods of vocational guidance for young persons. In addition to setting standards, it provides technical co-operation in organizing, selecting, and developing suitable methods techniques and materials for vocational guidance work.

Finding a job is not simple in our increasingly complex and fast-changing economies. The ILO recommends special youth placement arrangements within the framework of the general employment service. This meets the need for skilled and specialized job advice, placement and follow-up. It also ensures that youth has access to the full range of employment opportunities open to all workers available through the employment services.

One serious problem is the lack of job training for teen-agers in developing countries where a low level of education is coupled with limited resources and an insufficient amount of traditional training. The ILO has helped some of these countries to develop prevocational training projects in which early school-leavers are given general elementary education along with training in specific skills. Usually these courses last no longer than a year.

In many parts of the world, positive policies for youth at work are "under-developed". Too many young people are still working in dangerous or unhealthy occupations and they are still working overlong hours, without adequate weekly rest, without paid holidays and vacations. Although doing the same work as adults, they may be paid only a fraction as much, and they may not be covered by the social security provisions applicable to adult workers. Finally, when young workers reach "adult" status, they may be summarily dismissed from employment and have to start all over again at another place.

Aware of these problems and the importance and difficulty of meeting them, the ILO promotes positive youth em-

ployment and training policies aimed at ensuring that young people find suitable work and are trained and properly equipped for the job. It has built up a comprehensive set of labour standards applicable to youth at work, and it is developing an active technical co-operation program aimed at helping governments develop labour standards and policies for young workers. Opportunities are provided for the exchange of views on the working conditions of the young on a regional and on a worldwide basis. The ILO also makes available articles, reports and other material on questions important to working youth.

**Paul  
Goulet**



Paul Goulet was the original "labour ambassador" of Canada, and attended many International Labour Conferences and Governing Body sessions in Geneva from the time in 1947 when the Department of Labour assumed responsibility for ILO matters until his retirement in 1963. Before this, he was Associate Director of National Selective Service from 1942 on, and became Assistant to the Deputy Minister as well as Director of the ILO Branch in April 1948.

He also forged strong ties of co-operation between the Department of Labour and other federal departments, with the International Labour Office and its Canada Branch, with national and international employer and union organizations, and with the provincial departments of labour. To Paul Goulet can be credited in large measure the high esteem in which Canada is held in the International Labour Organization and its member countries up to the present day.



*World*

*Employment*

*Program*



*ILO photo*

One of nearly 5,000 small co-operatives spearheaded by ILO work in Ceylon.

# Narrowing the Economic Gap

**T**WO harsh facts of the modern world show the need for a world employment program:

- economic progress in developing countries, though perceptible, is slow; the gap between poor and rich gets wider every day;

- the population explosion in these countries impedes progress and, in most of them, more than half of the benefits of increased production are absorbed in merely maintaining existing levels of living — low as they are — for more and more people.

The aim of the World Employment Program, which the International Labour Organization has established for its 50th anniversary year, is to reverse the trend toward ever-growing masses of peasants

and slum dwellers who have no part in development. The program will seek to achieve this by providing these people with the skills needed for productive work, through rural development, industrialization, youth employment schemes, investment and international trade, and by enabling developing countries to use more of their human resources in bringing about a higher rate of development.

How will the program be carried out? Initially, a statement of needs for creating employment and forming skills will be drawn up along with proposals for measures that must be undertaken by individual countries and international organizations to achieve the aims. Then, action will come.

Targets will be set up, based on de-

tailed research. The ILO now has teams in Latin America, Asia and Africa to assemble and consolidate data and estimates country by country. When this data is collated, programs of action will be drawn up for each region, subregion, or individual country.

The ILO's resources are limited, however, and the results of its programs will take years to come to fruition. But by its research and assistance in setting up pilot projects, it can stimulate individual countries and regions to plan employment programs. The ILO establishes the methodology, but the real results come about through co-operation among various international agencies and programs that the countries themselves implement.

Quite a significant turning point came



at the time of the ILO 8th American Regional Conference, held in Ottawa, in September 1966. The "Ottawa Plan" (L. G., Oct. 1968, p. 588) for human resources development was adopted, setting forth a unified approach to the problem involving surveys, target-setting, and integration of human resources projects with national development plans and more systematic review and evaluation of projects and programs than had ever before been contemplated.

The Ottawa Plan is a regional plan. A similar plan was agreed upon for the Asian region at the 6th Asian Regional Conference in Tokyo, in September 1968 (L. G., Feb., p. 83), and another such plan will be set up for the African region. Taken together, these three regional plans form the World Employment Program.

The ILO's Ottawa Plan for Latin America and the Caribbean region is in under way and is the forerunner of other phases of the World Employment Program. Many technical projects are already under way in the area, and the Ottawa Plan is trying to fit these projects into manpower planning programs and to develop future technical co-operation activities. Other agencies that have agreed to take part in the operation are: the United Nations Economic Commission for Latin America; the Latin American Institute for Economic and Social Planning; the Inter-American Development Bank; the Organization of American States (OAS); the United Nations Food and Agriculture Organization (FAO); and the United Nations Educational, Scientific and Cultural Organization (UNESCO).

The driving force in the campaign will

be a 12-man inter-agency team based in Santiago, Chile, under ILO leadership. The ILO itself is providing five experts for the team.

In 1968, the ILO committed itself to a similar plan for Asia. The objectives of the plan were approved at the Asian Advisory Committee at Singapore in 1966, and work is now afoot for the realization of these objectives.

The first part of the plan will be to gather data and research on manpower assessments, planning, employment and training problems. Next, targets will be set for employment, vocational, technical and manpower training in relation to human and other resources. Then, the organization will consider policies to attain these goals and decide on the external aid needed.

As in all regional programs, the ILO will promote regional co-operation by making an inventory of existing facilities for training manpower planners, key management personnel and vocational instructors. This will be followed by the development of appropriate regional institutions, such as an institution for manpower planning and advanced training. The plan will be directed by a standing tripartite Asian Manpower Commission to ensure the plan's continued progress and co-ordinate it with other international regional bodies.

At the 6th Asian Regional Conference, a resolution endorsed the plan and called it a framework for national, regional and international action concerning employment and manpower policies and programs. The main purpose will be to provide a means of stimulating such

action and to co-ordinate the development assistance to the Asian region in the field of employment.

The conference called on the developing nations of Asia to provide for:

- an increase in employment through a modernization of the rural sector;
- development of skills through an improvement of vocational training;
- optimum use of manpower through vocational guidance and incentives; and
- development of natural resources and the expansion of intra-regional trade.

**Patrick**

**Martin**

**Draper**



Patrick Martin Draper began work as a printer's apprentice and was one of the original members of the staff of the Government Printing Bureau in Ottawa, which he joined as a compositor in 1888. He joined Local 102, International Typographical Union and was secretary-treasurer of the local in 1891 and president from 1893 to 1920 and again from 1928 to 1943. In 1897, Mr. Draper was the dominant figure in the reorganization of the Ottawa Allied Trades Council, which became known as the Ottawa Allied Trades and Labour Association. In 1921, he was appointed director of printing at the Queen's Printer, and retired in 1933.

Mr. Draper was the Canadian worker delegate at seven conferences of the ILO. During World War I, Mr. Draper served as a trusted adviser on labour matters to Sir Robert Borden, whom he accompanied to the Versailles Peace Conference in 1919 as a member of the Canadian delegation. From deliberations at Versailles followed the formation of the ILO. As the worker delegate from Canada to the first ILO Conference in Washington Mr. Draper was elected to the Governing Body of the organization. Paddy, as he was called, was perfectly bilingual and was very popular with his fellow unionists throughout Canada.



*ILO photo*

The ILO's aim is to trap the treasures of the earth's human and natural resources.



# A New Language In International Affairs

**C**ONVENTIONS and Recommendations are the tools used by the International Labour Organization to carry out its program to improve the conditions of Labour throughout the world.

The Preamble of the ILO Constitution was formulated in the Treaty of Versailles in 1919 in order to make the ILO an integral part of the peace settlement to World War I, and still lies at the heart of all of the ILO's work. The preamble notes that conditions of labour existed "involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled." The preamble goes on to state that "an improvement of those conditions is urgently required: as, for example, by the regulation of the hours of work, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own, recognition of the principle of freedom of association, the organization of vocational and technical education, and other measures."

This was new language indeed in international affairs.

The main task facing the founders of the organization 50 years ago was the improvement of living and working conditions by establishing a comprehensive labour code of law and practice. The founders believed that standards laid down through the joint efforts of governments, management and labour would help to build a world safer for peace and prosperity.

The newborn organization lost no time in getting down to work. At the first International Labour Conference in Washington in 1919, worker, employer and government delegates from 41 countries adopted six Conventions to meet several major social needs of the time. Almost 50 years have passed, years in which the number of ILO member states has increased from the original 45 to a present total of 118, years of unceasing

effort to reach the goals of the organization.

ILO activities today are in many respects different from those of the organization's early days, but one of its principal efforts continues to be the setting of standards to improve living and working conditions.

Some 260 international labour instruments have been adopted by the International Labour Conference — 128 Conventions and 132 Recommendations.

Ratification of Conventions by member states creates binding obligations upon these states to put the provisions into effect. Recommendations, on the other hand, are not intended to be binding but to provide guidance as to social policy, legislation and practice. A member country need not ratify a Convention even though its government representatives to the ILO may have voted for adoption; the member state is obliged, however, to bring all new Conventions and Recommendations to the attention of its appropriate legislative authority for a decision as to the action to be taken. When a state has ratified a Convention, it must report to the ILO at regular intervals on the measures taken to implement the Convention's provisions. The Conventions are drafted as a model for legislation to be implemented by the member governments upon ratification. The ILO keeps a vigilant eye on the manner in which governments are carrying out their obligations under ratified Conventions. Permanent machinery exists for this purpose, and during the past five years, there were about 400 cases in which governments took steps to bring national legislation and practice into conformity with ratified Conventions.

The Conventions and Recommendations form the *International Labour Code*, which now runs to a thick volume of more than a thousand pages. The standards embodied in the Code affect many aspects of the everyday lives of working people from the cradle to the grave. They range over a wide field of social problems, including basic human rights questions (such as freedom of association, abolition of forced labour, and elimination of discrimination in employment), industrial

relations, employment policy, social security, working conditions, occupational safety, and labour administration.

The number of ratifications has been increasing rapidly in recent years and now runs to 3,400. But ILO standards have an impact far exceeding the number of ratifications. The *International Labour Code* represents a pool of accumulated experience available to countries at all stages of development. It has been, and will continue to be, a major influence on the development of progressive and enlightened social legislation everywhere.

Gideon  
Decker  
Robertson



Senator Gideon Decker Robertson was the first representative of organized labour to be appointed to the Senate, and also the first Senator to become Minister of Labour. He took an active interest in labour union affairs, holding several high offices in the Order of Railroad Telegraphers. Senator Robertson displayed exceptional ability as a mediator in labour-management disputes during the war years, and as Minister of Labour from 1918 to 1921 and again from 1930 to 1932, he offered his good offices to help restore peace during several strikes, especially the Winnipeg General Strike of 1919.

Senator Robertson often represented Canada at Geneva on the ILO. He was elected president of the ILO conference in 1932, the first Canadian to be accorded this honour.



# Canadian Delegates to International Labour Conferences

## CANADIAN DELEGATES

<i>Conference</i>	<i>Government Delegate</i>	<i>Employer Delegate</i>	<i>Worker Delegate</i>
1st, 1919	Senator Gideon D. Robertson, Minister of Labour.  Hon. Newton W. Rowell, K.C., M.P., President of the Privy Council of Canada, and Acting Secretary of State for External Affairs.	S. R. Parsons, President, British American Oil Co., Ltd.	P. M. Draper, Secretary-Treasurer, Trades and Labour Congress of Canada.
2nd, 1920	Phillippe Roy, Commissioner General for Canada in France.  Georges J. Desbarats, C.M.G., C.E., Deputy Minister of Marine.	Thomas Robb, Manager, Shipping Federation of Canada.	Joseph C. Gauthier, President, National Association of Masters, Mates and Pilots of the International Seamen's Union of America.
3rd, 1921	Gerald H. Brown, Assistant Deputy Minister of Labour.  J. Obed Smith, Superintendent of Emigration, London.	S. R. Parsons, ex-President, Canadian Manufacturers' Association.	Tom Moore, President, TLC.
4th, 1922	Hon. James Murdock, Minister of Labour, Member of the ILO Governing Body. Hon. Ernest Lapointe, Minister of Marine and Fisheries.	W. C. Coulter, Booth-Coulter Copper and Brass Co., Ltd., Toronto.	Tom Moore.
5th, 1923	Phillippe Roy.  Miss Caroline Carmichael, President, National Council of Women of Canada.	J. H. Sherrard, Chairman of the Board, Simmons Ltd., Montreal.	Tom Moore.
6th, 1924	F. A. Acland, Former Deputy Minister of Labour. Mrs. Charles H. Thorburn, Vice-President, National Council of Women.	Melville P. White, Canadian General Electric Co., Ltd., Toronto.	Tom Moore, President, TLC; Member of the ILO Governing Body.
7th, 1925	H. H. Ward, Deputy Minister of Labour.  Dr. W. A. Riddell, Dominion of Canada Advisory Officer, League of Nations, Geneva.	John Lowe, General Manager Montreal Cotton Co., Ltd., Valleyfield, Que.	P. M. Draper.
8th, 1926	Dr. W. A. Riddell. Lucien Pacaud, Permanent Secretary to the Office of the High Commissioner for Canada, London.	Thomas Robb.	Tom Moore.
9th, 1926	Dr. W. A. Riddell.  Lucien Pacaud.	Thomas Robb, Manager and Secretary, Shipping Federation of Canada; Member of the Joint Maritime Commission of the ILO.	Tom Moore.
10th, 1927	Dr. W. A. Riddell.  R. A. Rigg, Director of Employment Service, Department of Labour.	W. C. Coulter, Vice-President and General Manager, Booth- Coulter Copper and Brass Co., Ltd., Toronto; Director of the CMA.	P. M. Draper.

# CANADIAN DELEGATES

<i>Conference</i>	<i>Government Delegate</i>	<i>Employer Delegate</i>	<i>Worker Delegate</i>
11th, 1928	Hon. Peter Heenan, Minister of Labour; Member of the ILO Governing Body. Dr. W. A. Riddell.	H. H. Champ, Steel Company of Canada Ltd., Hamilton, Ont.	Tom Moore.
12th, 1929	Dr. W. A. Riddell. Mrs. Mary Ellen Smith, Vancouver, B.C.	W. C. Coulter.	P. M. Draper.
13th, 1929	Dr. W. A. Riddell, Dominion of Canada Advisory Officer accredited to the League of Nations; Member of the ILO Governing Body. James E. Tighe, Vice-President, Longshoremen's Association, Saint John, N. B.	A. L. MacCallum, Manager and Secretary, Shipping Federation of Canada.	R. J. Tallon, Vice-President, TLC.
14th, 1930	Gerald H. Brown, Assistant Deputy Minister of Labour.  Dr. W. A. Riddell.	Major John H. Roaf, Chairman, British Columbia Division of the Canadian Manufacturers' Association.	Tom Moore.
15th, 1931	Hon. G. H. Ferguson, High Commissioner for Canada in London. Dr. W. A. Riddell.	H. W. MacDonnell, Secretary, Industrial Relations Dept., CMA.	P. M. Draper.
16th, 1932	Senator Gideon D. Robertson, Member of the ILO Governing Body.	Melville P. White, Canadian General Electric Co., Industrial Relations Dept., CMA.	Tom Moore.
17th, 1933	Dr. W. A. Riddell.  Dr. P. E. Renaud, Secretary, Canadian Advisory Office, Geneva.	A. R. Goldie, Chairman of the Industrial Relations Committee of the CMA; President, Babcock, Wilcox and Goldie-McCulloch, Ltd., Galt, Ont.	James Simpson, Vice-President, TLC.
18th, 1934	Dr. W. A. Riddell.  Dr. P. E. Renaud.	W. D. Black, Vice-President and General Manager, Otis-Fensom Elevator Co., Ltd., Hamilton, Ont.	Tom Moore.
19th, 1935	Dr. W. A. Riddell. Dr. P. E. Renaud.	A. R. Goldie.	P. M. Draper.
20th, 1936	Dr. W. A. Riddell. Gerald H. Brown.	A. R. Goldie.	P. M. Draper.
21st, 1936	Hon. Norman McL. Rogers, Minister of Labour.  Dr. W. A. Riddell, Dominion of Canada Advisory Officer accredited to the League of Nations; Chairman of the ILO Governing Body.	A. L. MacCallum.	W. A. MacDonald, General Secretary and Treasurer, National Association of Marine Engineers of Canada.
22nd, 1936	Dr. W. A. Riddell. Hon. Norman McL. Rogers.	A. L. MacCallum.	W. A. MacDonald.
23rd, 1937	Dr. W. A. Riddell.  William Murray Dickson, Deputy Minister of Labour.	A. R. Goldie, Chairman of the Industrial Relations Committee of the CMA.	R. J. Tallon, Secretary-Treasurer of the TLC.
24th, 1938	Hume Wrong, Permanent Delegate of Canada to the League of Nations; Member of the ILO Governing Body. Gerald H. Brown.	A. R. Goldie.	Percy R. Bengough, Vice-President, TLC.
25th, 1939	Hume Wrong. M. S. Campbell, Chief Conciliation Officer, Department of Labour.	A. R. Goldie.	R. J. Tallon.



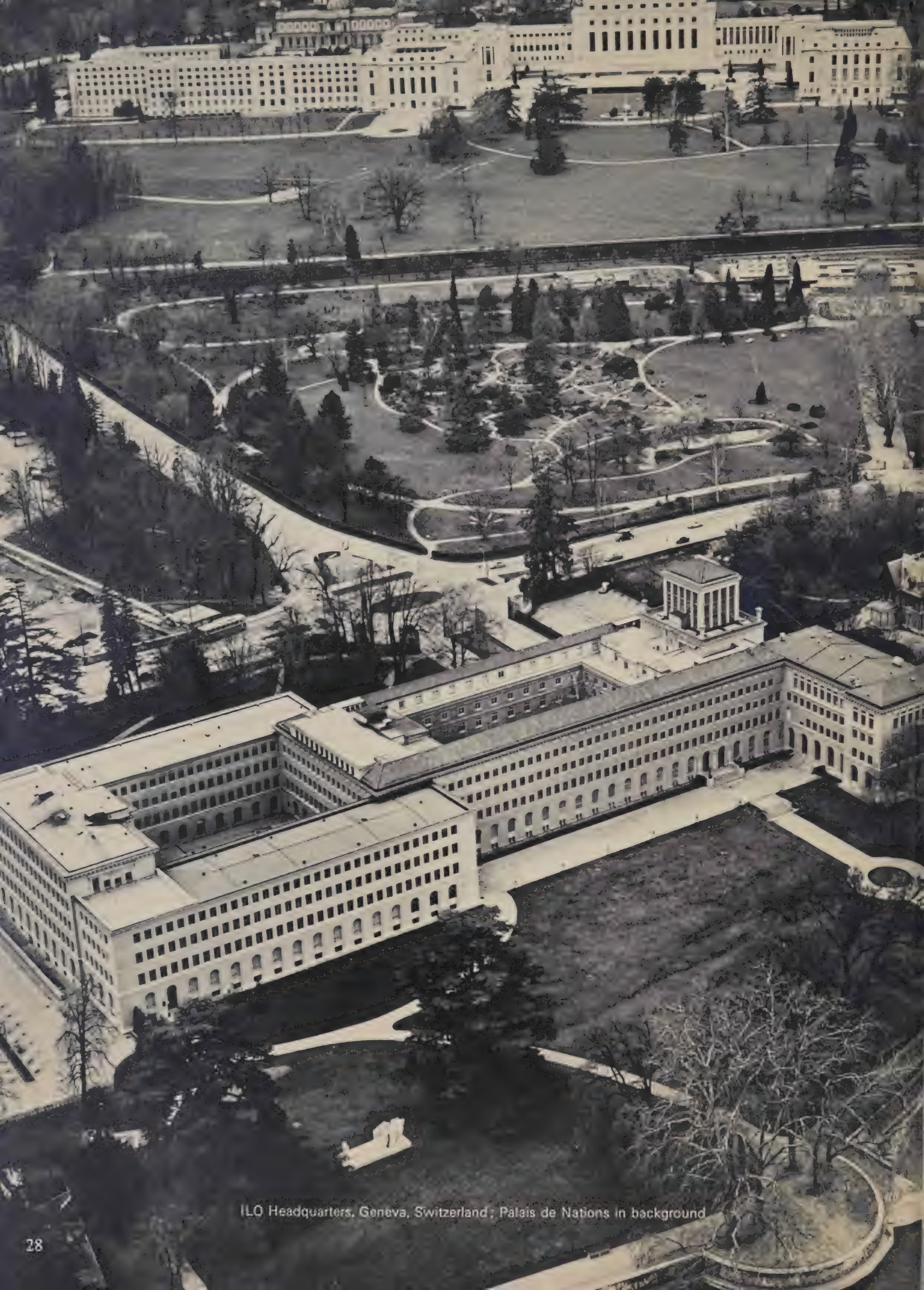
# CANADIAN DELEGATES

<i>Conference</i>	<i>Government Delegate</i>	<i>Employer Delegate</i>	<i>Worker Delegate</i>
26th, 1944	Paul Martin, M.P., Parliamentary Assistant to the Minister of Labour. Brooke Claxton, K.C., M.P., Parliamentary Assistant to the Privy Council.	W. C. Coulter.	Percy R. Bengough, President, TLC.
27th, 1945	Gray Turgeon.  Alfred Rive, Department of External Affairs; Substitute Representative of the Canadian Government on the ILO Governing Body.	Harry Taylor, O.B.E., Industrial Relations Representative, National Carbon Co., Ltd.; Member of the Industrial Relations Committee, CMA.	J. A. D'Aoust, Vice-President, TLC; President, International Brotherhood of Paper Makers.
28th, 1946	Arthur MacNamara, Deputy Minister of Labour.	A. L. MacCallum, Manager, Shipping Federation of Canada.	J. A. Sullivan, President, Canadian Merchant Service Guild.
29th, 1946	Hon. Humphrey Mitchell, Minister of Labour.	Harry Taylor, O.B.E., Industrial Relations Representative, National Carbon Co., Ltd.; Member of the Industrial Relations Committee, CMA.	Carl E. Berg, Vice-President, TLC.
30th, 1947	Dr. P. E. Renaud, Chargé d'Affaires ad interim, Berne. Harry Hereford, Special Assistant to the Deputy Minister of Labour.	Harry Taylor.	Carl E. Berg, Vice-President, TLC.
31st, 1948	Hon. Humphrey Mitchell.  Arthur MacNamara, C.M.G., Deputy Minister of Labour; Canadian Government Representative on the Governing Body of the ILO.	Harry Taylor.	Percy R. Bengough, C.B.E., President, TLC; Member of the ILO Governing Body.
32nd, 1949	Dr. P. E. Renaud, Chargé d'Affaires, Canadian Legation, Berne. Paul Goulet, O.B.E., Assistant to the Deputy Minister of Labour; Director, ILO Branch, Department of Labour.	Charles B. C. Scott, Chairman, Industrial Relations Committee, CMA.	John W. Buckley, General Secretary-Treasurer, TLC.
33rd, 1950	Paul Goulet.  N. F. H. Berlis, Secretary, Permanent Delegation of Canada to the European Office of the United Nations, Geneva.	Harry Taylor, O.B.E., National Carbon Co.; Deputy Member of the ILO Governing Body.	Claude Jodoin, Vice-President, TLC.
34th, 1951	Arthur MacNamara.	Harry Taylor.	Claude Jodoin.
35th, 1952	M. M. Maclean, C.B.E., Assistant Deputy Minister and Director of Industrial Relations Branch, Department of Labour. Paul Goulet.	Harry Taylor.	Claude Jodoin, Vice-President, TLC; Member of the ILO Governing Body.
36th, 1953	Paul Goulet.  George V. Haythorne, Assistant to Deputy Minister of Labour; Director, Economics & Research Branch, Department of Labour.	Clyde E. Shumaker, Director of Personnel, Goodyear Tire & Rubber Co.; Member of Industrial Relations Committee, CMA.	Claude Jodoin.
37th, 1954	A. H. Brown, Deputy Minister of Labour; Representative of the Canadian Government on the ILO Governing Body. Paul Goulet.	Harry Taylor, Manager of Industrial Relations, Union Carbide of Canada, Deputy Member of the ILO Governing Body.	Claude Jodoin.

# CANADIAN DELEGATES

<i>Conference</i>	<i>Government Delegate</i>	<i>Employer Delegate</i>	<i>Worker Delegate</i>
38th, 1955	A. H. Brown. Paul Goulet.	W. A. Campbell, Vice-President and Secretary, Canadian Westinghouse Co., Ltd.	Andrew V. Cooper, Executive Board Member, United Brotherhood of Carpenters and Joiners of America.
39th, 1956	A. H. Brown, Deputy Minister of Labour; Chairman of the ILO Governing Body. Paul Goulet.	W. A. Campbell.	Claude Jodoin.
40th, 1957	George V. Haythorne, Assistant Deputy Minister of Labour; Representative of the Government on the ILO Governing Body. Paul Goulet.	W. A. Campbell.	Claude Jodoin, President, CLC; Deputy Member of the Governing Body of the ILO.
41st, 1958	Capt. G. L. C. Johnson, Assistant Chief, Nautical Division, Department of Transport. W. Thompson, Director, Employment Branch, National Employment Service, Unemployment Insurance Commission.	Harold E. Kane, President, H. E. Kane Agencies, Ltd.	Michael Sheehan, Montreal Agent, Seafarers' International Union.
42nd, 1958	A. H. Brown. Pat Conroy, Labour Counsellor, Canadian Embassy, Washington.	H. McD. Sparks, Vice-President, Industrial and Public Relations, Northern Electric Co. Ltd.	Claude Jodoin.
43rd, 1959	George V. Haythorne. Paul Goulet.	W. A. Campbell.	Stanley Knowles, Executive Vice-President, CLC.
44th, 1960	George V. Haythorne. Paul Goulet.	T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Company.	Stanley Knowles.
45th, 1961	Gordon Cushing, Assistant Deputy Minister of Labour. Paul Goulet.	T. H. Robinson, Member of the Governing Body of the International Labour Office.	Stanley Knowles.
46th, 1962	George V. Haythorne. John Mainwaring, Labour Attaché Canadian Embassy, Brussels.	T. H. Robinson.	Joseph Morris, Executive Vice-President, CLC.
47th, 1963	George V. Haythorne, Deputy Minister of Labour. John Mainwaring.	T. H. Robinson.	Joseph Morris.
48th, 1964	George V. Haythorne. John Mainwaring, Director, International Labour Affairs Branch, Department of Labour.	Patrick Draper, Vice-President, Canada Iron Foundries Ltd.	Joseph Morris.
49th, 1965	George V. Haythorne. John Mainwaring.	Kenneth Hallsworth, Director, Industrial Relations, Ford Motor Co. of Canada.	Joseph Morris.
50th, 1966	Hon. John R. Nicholson, Minister of Labour. John Mainwaring.	T. H. Robinson, Deputy Member of the ILO Governing Body.	Joseph Morris.
51st, 1967	Hon. John R. Nicholson. George V. Haythorne.	C. B. C. Scott, Assistant General Manager (Personnel), Hydro- Electric Commission of Ontario.	Joseph Morris.
52nd, 1968	Jean-Pierre Després, Assistant Deputy Minister of Labour. John Mainwaring.	F. K. Richan, Vice-President, Industrial Relations, Philips Electronics Industries Ltd.	Joseph Morris.

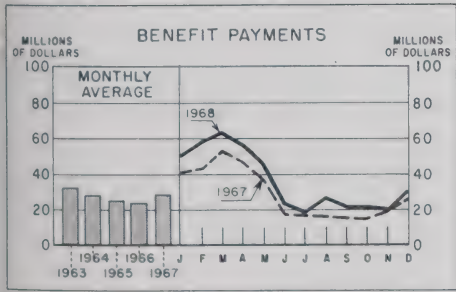
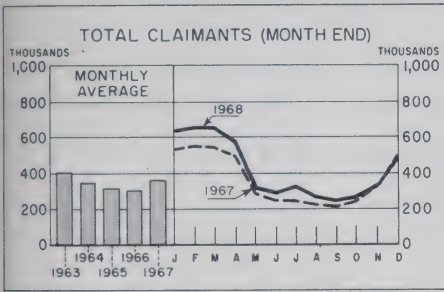
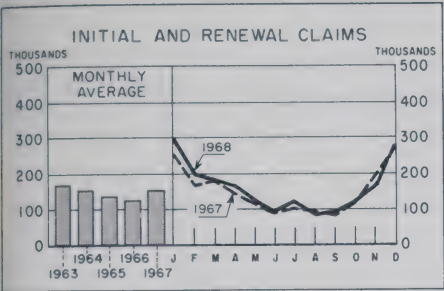




ILO Headquarters, Geneva, Switzerland; Palais de Nations in background



# Unemployment Insurance Report for December



There were 489,000 claimants for unemployment insurance benefit on December 31. This was slightly less than the 502,000 recorded at the end of December 1967. While the number of women claimants rose by 3,100, there were 6,700 fewer men.

The November-to-December monthend increase of 156,000 claimants is associated with the beginning of the seasonal benefit period in December. Men accounted for more than 80 per cent of the increase.

A total of 276,000 initial and renewal claims were filed in local offices across Canada during December. This represented an increase of 62 per cent over the 171,000 filed during the previous month and an increase of 2 per cent over the 271,000 filed during December 1967. The 71-per-cent increase in the number of initial claims filed over that of November is usual and can be attributed to claimants filed in December, when the seasonal benefit period begins.

The average weekly number of beneficiaries was estimated to be 236,000 for December, 186,000 for November, and 255,000 for December 1967. For these three dates, benefit payments totalled \$30.8 million, \$20.6 million and \$26.6 million; average weekly payments were \$29.05, \$27.69 and \$26.09.

Increases in the claimant count during December over that of November occurred in all provinces. Although proportionately large increases were reported everywhere, large numerical increases occurred in Quebec, Ontario, British Columbia and Newfoundland only.

In comparison with the claimant count at the end of December 1967, increases among males in Saskatchewan and the four Atlantic provinces were offset by decreases elsewhere. Quebec and Ontario were the only provinces reporting fewer women claimants.

All provinces shared in the November-to-December increase in the number of claims filed. Fifty-six per cent of the increase was accounted for in Quebec and Ontario; elsewhere the numbers involved were small.

Relatively minor changes from the claim load in December 1967 were reported. Small decreases in Manitoba, Alberta, British Columbia and Prince Edward Island were offset by increases in the other provinces.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Summary Table

	Cumulative data 1968				
Activity	Dec. 1968	Nov. 1968	Dec. 1967	January to December	12 months ending December
	(in thousands)				
Insured population as at monthend	—	5,366	4,828	—	—
Initial and renewal claims filed					
Total.....	276	171	271†	1,928	1,928
Initial.....	213	125	204†	1,429	1,429
Renewal.....	63	46	66†	499	499
Claimants currently reporting to local offices.....	498	342	502	423*	423*
Regular.....	425	338	434	—	—
Seasonal benefit.....	73	4	68	—	—
Fishing.....	15	1	14	—	—
Beneficiaries (weekly average).....	236	186	255	313*	313*
Weeks compensated.....	1,060	745	1,019	16,488	16,488
Benefit paid.....	\$30,800	\$20,623	\$26,581	\$438,128	\$438,128
Average weekly benefit.....	\$ 29.05	\$ 27.69	\$ 26.09	\$ 26.57	\$ 26.57

\* Monthly average.

† Discrepancy between totals and subtotals is due to rounding.



# Publications

## In the Library

List No. 242

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

### Collective Bargaining

1. Beal, Edwin Fletcher. *The practice of collective bargaining*, by Edwin F. Beal and Edward D. Wickersham. 3d ed. Homewood, Ill., R. D. Irwin, 1967. xix, 809 p.

Partial contents: The collective bargaining systems. Enterprise organization for employee relations. Unions and professional associations. The Government and the public interest. Establishing the collective bargaining relationship. The problem of reaching agreement. The nature of the labor agreement. Agreement administration. Union security and management rights. The wage and effort bargain. Worker insurance and income-continuity programs. Individual security: job rights and due process. An interpretation of American union history. Collective bargaining in other countries. The future of collective bargaining. Cases in collective bargaining.

2. Doherty, Robert Emmett. *Teachers, school boards, and collective bargaining: a changing of the guard* [by] Robert E. Doherty and Walter E. Oberer. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1967. viii, 139 p.

Contents: The public school teacher as employee. The public school teacher as organization man. Teacher bargaining and the law: some questions and answers concerning desirable legislation. Implications of collective bargaining for the quality of education: a look ahead. Appendix: A comparison of representative provisions of AFT [American Federation of Teachers] and NEA [National Education Association] agreements.

3. Peterson, Richard Byron. *The status of managerial rights in Swedish collective bargaining*. Ann Arbor, Mich., University Microfilms, 1968. ix, 276 p.

Thesis (Ph.D.)—University of Wisconsin, 1966.

### International Agencies

4. Commission of the European Communities. *First general report on the activities of the Communities*, 1967. Brussels, 1968. 480 p.

At head of title of 1st report: European Coal and Steel

Community. European Economic Community. European Atomic Energy Community. Commission.

"This [first] report covers the months of February-December 1967 for ECSC, March-December 1967 for Euratom and April-December 1967 for EEC."

5. International Labour Office. Governing Body. Working Party on the Programme and Structure of the ILO. *Fifth report*. Geneva, ILO, 1968. 62 p.

At head of title: Report 1 (Part 2. Supplement). International Labour Conference. 52nd session, Geneva, 1968. First item on the agenda. Report of the Director-General. Supplement

### Labour Organization

6. Bridger, Lillian Ruth. *The Histadrut and Israel's industrial development in the first post-independence decade*. Ann Arbor, Mich., University Microfilms, 1968. vii, 251 p.

Thesis (Ph.D.)—New York University, 1961.

"The author's purpose may be put as a question: what is the nature of the interaction between the Histadrut, Israel's trade union organization, and industrial development in Israel? What significance does this interaction have both for organized labor and economic growth?"

7. Ebbels, Robert Noel, comp. *The Australian labor movement, 1850-1907; extracts from contemporary documents*, selected by R. N. Ebbels. With additions by members of the Noel Ebbels Memorial Committee; edited, with an introd., by L. G. Churchward and with a memoir of the late Robert Noel Ebbels, by C. M. H. Clark. Melbourne, Cheshire-Lansdowne, 1965. xiii, 255 p.

8. Mellen, James Gerald. *Foreign activities of the AFL-CIO*. Ann Arbor, Mich., University Microfilms, 1968. v, 258 p.

Thesis (Ph.D.)—University of Iowa, 1967.

9. Robinson, James William. *The trade union in the economy as a factor in the differential development of workers' education in Great Britain and the United States*. Ann Arbor, Mich., University Microfilms, 1968. 210 p.

Thesis (Ph.D.)—Duke University, 1967.

The author attempts to explain the difference between workers' education in Britain and in the U.S. with respect to structure, content and purpose between 1930 and 1965.

10. Wood, William Donald. *New frontiers in white collar unionism; a paper presented to the Administrative Management Society, Calgary chapter, at Calgary, Alberta, March 21st, 1967*. [Kingston, Ont.? Industrial Relations Centre, Queen's University? 1967]. 14 p.

### Labour Supply

11. Britt, Robert Dean. *New jobs and labor mobility in depressed areas*. Ann Arbor, Mich., University Microfilms, 1968. 153 p.

Thesis (Ph.D.)—University of Colorado, 1966.

Contents: New jobs and labor mobility: the approach to the problem. Problems of depressed areas and relief measures. Demographic and economic characteristics of depressed areas. The labor force experience of new hires. Labor market adjustments in depressed areas: conclusions.

12. Palen, J. John. *The displaced worker: the social and economic effects of the Studebaker shutdown*. Ann Arbor, Mich., University Microfilms, 1968. [xi], 193 p.

Thesis (Ph.D.)—University of Wisconsin, 1966.

This thesis studies the effects of unemployment on workers laid off when Studebaker Corporation closed down its South Bend, Indiana, plant in December 1963.

13. Zaidi, Mahmood Ahmed. *The labour market and the intrafactor allocation mechanism in Canada*. Ottawa, Economic Council of Canada, 1967. 20 p.

### Labouring Classes

14. Public Service Alliance of Canada. *Shift work and its consequences* [by Brian Foley. Ottawa, 1967?]. 32 p.

A review of published information on the effects of shift work on employees.

15. Unterwagner, James. *Some effects of automation on crews: a comparative study of a conventional and an automated ship*. Ann Arbor, Mich., University Microfilms, 1968. 255 p.

Thesis (Ph.D.)—University of Pittsburgh, 1967.

"This study will investigate: (1) the seamen's perceptions about and reactions to automation; (2) the differences between the perceptions of those with automated experience and those with only the conventional experience; (3) the relationships, if any, between their seamen's identity (as measured by an index score) and their attitudes; (4) the relationship between their information about automation and their attitudes; and (5) the relationship that age, service and position have on perceptions about and attitudes towards automation."

### Management

16. Belanger, Laurent. *Occupational mobility of French and English-Canadian business leaders in the Province of Quebec*. Ann Arbor, University Microfilms, 1968. 190 p.

Thesis (Ph.D.)—Michigan State University, 1967.

The author has examined the background of 219 English-speaking and 167 French-speaking business leaders in the preparation of this thesis. Among other things the study examines "the career sequence of Quebec business leaders, their place of birth, the number of companies they have been associated with, and the number of years they took to reach a top-level management post." "Occupational mobility" means "movements from all other occupational groups into the business elite. The extent of movement is assessed through comparisons of son's and father's occupation at one or two suitable moments of their life career. When the son succeeds his father in the same occupational group, e.g., the business elite, there is no occupational mobility; when the son does not succeed his father, there is movement."

17. Gellerman, Saul William. *Management by motivation*. New York, American Management Association, 1968. 286 p.

Discusses the contribution of behavioral sciences to the solution of management problems. Contents: Diagnosis and prescription. Motivation theory. Some recent research. The strategy of selection. The difficult art of choosing people. The enlargement of competence. Predicting and measuring managerial performance. Competence loss. Money for membership. Money for motivation. Making men wealthy. Organizational climate. Organizational development. Where are we heading?

18. Odiorne, George Stanley. *Management by objectives: a system of managerial leadership*. New York, Pitman Pub. Corp., 1965 ix, 204 p.

"... The system of management by objectives can be described as a process whereby the superior and subordinate managers of an organization jointly identify its common goals, define each individual's major areas of responsibility in terms of the results expected of him, and use these measures as guides for operating the unit and assessing the contribution of each of its members." (p.55-56). Contents: The new look in management. A flight from capitalism. The decline of risk bearing. The system of management by objectives. Installing the system. Measuring organization performance. Setting routine and emergency goals. Setting creative goals. Setting

personal development goals. How much subordinate participation in goal-setting? Relating salary administration to management by objectives. The problem of the annual performance review. Assessing potential.

### Older Workers

19. U.S. Bureau of Labor Statistics. *Benefits for active and retired workers age 65 and over. early 1968; supplement to Digest of 100 selected health and insurance plans under collective bargaining, early 1966*. Washington, GPO, 1968. 33, [2] p.

### Professions

20. Canada. Department of National Health and Welfare. Research and Statistics Directorate. *Earnings of physicians in Canada, 1966*. Ottawa, 1968. 33 p.

21. *International migration of talent from and to the less-developed countries; report of a conference at Ditchley Park, 16-19 February 1968*. Rapporteur: C. H. G. Oldham. Ditchley Park, Eng., Ditchley Foundation, 1968. 29 p.

"The terms of reference of the conference were to consider, from the points of view of Britain, the United States, and the less-developed countries, the international migration of professional, scientific, and technical personnel as it affects especially the less-developed countries, both as gainers and losers; its impact on their development, and any measures that may be desirable to limit its harmful and increase its beneficial effects."

22. Raymond, Jerral Carlisle. *Publications, production of knowledge, and career patterns of American economists*. Ann Arbor, Mich., University Microfilms, 1968. 173 p.

Theses (Ph.D.)—University of Virginia, 1967.

23. World Confederation of Organizations of the Teaching Profession. *Annual report, 1968; including the formal documents of the XVII assembly of delegates, Dublin, Ireland, July 1968*. Washington, 1968. 59 p.

### Wages and Hours

24. Hassanein, Omar Elsayed Ahmed. *An evaluation of company performance criteria as an indicators of wage rate changes*. Ann Arbor, Mich., University Microfilms, 1968. 234 p.

Thesis (Ph.D.)—Indiana University, 1967.

25. Rice, Robert G. *An analysis of private wage supplements*. Ann Arbor, Mich., University Microfilms, 1968. x, 206 p.

Thesis (Ph.D.)—Columbia University, 1966.

26. U.S. Bureau of Labor Statistics. *Compensation expenditures and payroll hours, water transportation, 1964*. Washington, GPO, 1968. 56 p.

Water transportation companies include privately owned companies engaged in freight and passenger transportation on the ocean or inland waters, and stevedoring and other companies furnishing services related to water transportation. Compensation not only includes regular wages but also vacation and holiday pay, daily or weekly overtime pay, shift differentials, severance pay, contributions to private pension and health and welfare funds, and payments under legally required insurance programs.

27. U.S. Bureau of Labor Statistics. *Wage chronology: United States Steel Corporation, 1937-67*. Washington, GPO, 1968. 52 p.



28. U.S. Bureau of Labor Statistics. *Wages and related benefits [1961-67]*. Washington, GPO, 1967-1968. 2 parts.

Contents: Pt.1. 85 metropolitan areas, 1966-67: occupational earnings; supplementary practices. Pt.2. Metropolitan areas, United States and regional summaries, 1966-67.

#### Women—Employment

29. Consultation on Working Women and Day Care Needs, Washington, D.C., 1967. *Report*. Washington, GPO, 1968. 86 p.

Consultation convened by the U.S. Women's Bureau, U.S. Children's Bureau and others.

30. National Conference of Labour Women. 45th, Llandudno, Wales, 1968. *Report of the 45th . . . Conference . . . Llandudno, 2, 3 & 4 April 1968*. London, Labour Party, 1968. 63 p.

31. Wagner, Frank Eugene. *Female employment in emerging societies*. Ann Arbor, Mich., University Microfilms, 1968. xi, 221 p.

Thesis (Ph.D.)—Syracuse University, 1967.

Partial contents: The analysis of social statistics. Women in fields and factories. Home industry, the factory, or inactivity for women. Trends in the economic participation of women. Declining female economic participation in underdeveloped areas. Female labor force potential and economic development.

#### Miscellaneous

32. Canada. Department of Justice. *A Canadian Charter of Human Rights*. Ottawa, Queen's Printer, 1968. p174 p.

Contents: Introduction. The rights of the individual. A constitutional Bill of Rights. The contents of a Canadian Charter of Human Rights. The form of the Charter. Appendixes: The British North America Acts, 1867 to 1965. The Canadian Bill of Rights, 1960. The Universal Declaration of Human Rights. The International Convention on the Elimination of all Forms of Racial Discrimination. The International Covenant on Economic, Social and Cultural Rights. The International Covenant on Civic and Political Rights. The European Convention on Human Rights. Amendments to the United States Constitution. Annotated list of principal Canadian legislation (both federal and provincial) protecting human rights.

33. Canada. Treasury Board. *Planning programming budgeting guide, Government of Canada*. Ottawa, Queen's Printer, 1968. 57 p.

34. Mager, Robert Frank. *Preparing instructional objectives*. Palo Alto, Cal., Fearon Publishers [c1962]. x, [61] p.

"Previously published as *Preparing objectives for programmed instruction*."

35. Polisar, Eric. *Strikes and solutions*. Chicago, Public Personnel Association, c1968. 32 p.

A survey of current legal provisions relating to public employee strikes, with an outline of statutory strike prohibitions in U.S. State and federal laws.

36. Regional Science Association. *Papers, volume XX, 1968, European Congress; The Hague, 1967*. Philadelphia, Published in cooperation with the Department of Regional Science, Wharton School, University of Pennsylvania, 1968. 147 p.

The fourteen papers in this volume are grouped under three topics: methods of interregional analysis; urban models and urban patterns; and location theory and regional models.

37. United Nations. Economic Commission for Europe. *Economic survey of Europe in 1967; the European economy in 1967*. New York, United Nations, 1968. viii, 98, 86, 5 p.

38. U.S. Bureau of Labor Statistics. *An international comparison of unit labor cost in the iron and steel industry, 1964; United States, France, Germany, United Kingdom*. Washington, GPO, 1968. 64 p.

39. U.S. Department of Labor. Manpower Administration. *Manpower development and training in correctional programs*. Washington, GPO, 1968. 199 p.

40. Wilkinson, Bruce William. *Canada's international trade: an analysis of recent trends and patterns*. Montreal, Private Planning Association of Canada, 1968. xv, 200 p.

The author examines and analyzes Canadian trade patterns between 1954 and 1965 (with some statistical information for the period prior to 1954 and for 1966) and indicates some of the forces determining these patterns.

# STATISTICS SECTION

## Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*	February 15	7,911	+ 0.3	+ 4.2
Employed.....	February 15	7,438	+ 0.2	+ 4.7
Agriculture.....	February 15	454	+ 0.7	+ 4.1
Non-agriculture.....	February 15	6,984	+ 0.2	+ 4.7
Paid workers.....	February 15	6,443	- 0.1	+ 4.7
At work 35 hours or more.....	February 15	6,001	+ 1.7	+ 4.4
At work less than 35 hours.....	February 15	1,156	- 3.9	+ 6.1
Employed but not at work.....	February 15	281	-11.6	+ 4.9
Unemployed.....	February 15	473	+ 1.3	- 1.9
Atlantic.....	February 15	66	+ 4.8	- 1.5
Quebec.....	February 15	186	- 0.5	+ 3.9
Ontario.....	February 15	116	+ 4.5	-10.8
Prairie.....	February 15	52	- 1.9	+ 8.3
Pacific.....	February 15	53	0.0	- 8.6
Without work and seeking work.....	February 15	433	+ 0.9	- 2.3
On temporary layoff up to 30 days.....	February 15	40	+ 5.3	+ 2.6
INDUSTRIAL EMPLOYMENT (1961 = 100) .....	January	120.3	- 2.0	+ 1.5
Manufacturing employment (1961 = 100) .....	January	121.6	0.0	+ 1.6
IMMIGRATION.....	Year 1968	183,974	—	-17.5
Destined to the labour force.....	Year 1968	95,446	—	-20.2
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	February	62	- 3.1	-18.4
No. of workers involved.....	February	15,467	+53.9	-68.5
Duration in man days.....	February	137,870	+ 9.7	-76.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	January	\$114.41	+ 3.3	+ 7.8
Average hourly earnings (mfg.).....	January	\$ 2.70	0.0	+ 8.4
Average hours worked per week (mfg.).....	January	40.3	+ 5.8	+ 0.8
Average weekly wages (mfg.).....	January	\$108.79	+ 5.9	+ 9.3
Consumer price index (1961 = 100) .....	February	122.6	0.0	+ 3.7
Index numbers of weekly wages in 1961 dollars (1961 = 100) .....	November	119.3	+ 0.1	+ 4.2
Total labour income (thousands of dollars) .....	November	3,095	+ 1.0	+10.7
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100) .....	January	161.1	- 1.3	+ 7.1
Manufacturing.....	January	156.4	- 2.3	+ 6.5
Durables.....	January	178.3	- 0.4	+ 7.0
Non-durables.....	January	138.4	- 4.2	+ 5.8
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	January	11,304	-25.1	+47.0
Completions.....	January	9,624	-24.7	+13.7
Under construction.....	January	108,382	+ 1.4	+32.5

\* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

† Centres of 10,000 population or more.



## Tables

A-1 to A-3—Labour Force

F-1 and F-2—Prices

B-1—Labour Income

G-1 to G-4—Strikes and Lockouts

C-1 to C-7—Employment, Hours and Earnings

H—Employment Fatalities

E-1 to E-4—Unemployment Insurance

### A — Labour Force

TABLE A-1—Regional Distribution, Week Ended February 15, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
	(in thousands)					
THE LABOUR FORCE.....	7,911	626	2,208	2,962	1,318	797
Men.....	5,382	430	1,530	1,981	896	545
Women.....	2,529	196	678	981	422	252
14-19 years.....	713	61	193	243	143	73
20-24 years.....	1,182	120	385	384	187	106
25-44 years.....	3,420	235	982	1,325	526	352
45-64 years.....	2,385	193	597	926	419	250
65 years and over.....	211	17	51	84	43	16
EMPLOYED.....	7,438	560	2,022	2,846	1,266	744
Men.....	5,002	373	1,376	1,895	855	503
Women.....	2,436	187	646	951	411	241
Agriculture.....	454	22	86	120	207	19
Non-agriculture.....	6,984	538	1,936	2,726	1,059	725
Paid workers.....	6,443	490	1,761	2,548	977	667
Men.....	4,205	320	1,173	1,658	610	444
Women.....	2,238	170	588	890	367	223
UNEMPLOYED.....	473	66	186	116	52	53
Men.....	380	57	154	86	41	42
Women.....	93	*	32	30	11	11
PERSONS NOT IN LABOUR FORCE.....	6,584	725	1,955	2,210	1,036	658
Men.....	1,803	239	524	571	291	178
Women.....	4,781	486	1,431	1,639	745	480

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended February 15, 1969

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,495	2,403	4,128	1,129	4,216	1,096	1,523
LABOUR FORCE	7,911	713	3,928	899	1,396	764	211
Employed	7,438	627	3,726	795	1,350	743	197
Unemployed	473	86	202	104	46	21	14
NOT IN LABOUR FORCE	6,584	1,690	200	230	2,820	332	1,312
PARTICIPATION RATE†							
1969—February 15	54.6	29.7	95.2	79.6	33.1	69.7	13.9
January 18	54.5	30.2	95.2	80.2	32.7	69.3	13.8
UNEMPLOYMENT RATE‡							
1969—February 15	6.0	12.1	5.1	11.6	3.3	2.7	6.6
January 18	5.9	12.7	4.9	10.9	3.2	3.3	6.7

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended February 15, 1969

	Feb. 1969	Jan. 1969	Feb. 1968
(in thousands)			
TOTAL UNEMPLOYED	473	467	482
On temporary layoff up to 30 days	40	38	39
Without work and seeking work	433	429	443
Seeking			
Full-time work	408	408	426
Part-time work	25	21	17
Under 1 month	88	124	99
1-3 months	195	185	222
4-6 months	90	58	79
More than 6 months	60	62	43

SOURCE: Labour Force Survey, DBS.



## B — Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Monthly Totals		Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Totals **
					Con- struction	Public Utilities				
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968†—Total .....	878	9,144	3,024	424	2,596	635	4,972	11,460	1,818	35,225
1967—December.....	69.3	718.9	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January*.....	70.8	722.2	243.3	29.3	181.2	49.9	386.9	886.1	134.9	2,718.1
February*.....	71.3	715.5	236.1	30.9	180.1	50.6	386.7	898.3	142.8	2,726.0
March*.....	72.2	721.2	236.8	29.0	184.9	51.4	391.3	911.1	146.5	2,758.7
April*.....	70.5	744.7	241.7	25.7	198.9	51.6	398.9	918.2	151.3	2,819.8
May*.....	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June*.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July*.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August*.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September*.....	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October*.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November*.....	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December †.....	74.3	785.7	261.6	29.7	186.4	53.9	458.6	1,002.0	153.0	3,022.1
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968†—Total.....	878	9,144	3,024	424	2,596	635	4,972	11,460	1,818	35,225
1967—December.....	69.5	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January*.....	70.8	739.4	242.2	33.7	209.4	50.7	394.9	897.3	142.5	2,802.9
February*.....	71.0	728.1	242.9	33.9	212.0	51.7	397.3	905.4	143.1	2,807.9
March*.....	71.7	730.5	247.4	35.0	213.1	52.9	399.9	918.8	143.7	2,835.6
April*.....	73.0	752.9	246.3	34.2	215.5	52.6	403.3	927.1	146.2	2,873.9
May.....	72.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June*.....	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July*.....	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August*.....	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September*.....	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October*.....	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November*.....	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December †.....	74.5	801.4	273.7	33.2	217.8	54.3	443.0	1,009.3	161.8	3,091.9

\* Revised. † Preliminary.

† Includes post office wages and salaries. \*\* Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, (DBS. Cat. No. 72-005).

## C — Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at November 1968, employers in the principal non-agricultural industries reported a total employment of 3,707,565. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more

persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
Average						
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965†.....	114.3	116.3	91.01	117.2	116.2	94.78
1966†.....	120.7	123.1	96.30	123.5	122.8	100.13
1967†.....	122.6	131.4	102.79	123.2	130.6	106.53
1967—November .....	124.3	134.5	105.26	123.2	134.5	109.71
December .....	120.5	131.1	102.49	119.8	132.1	107.83
1968—January.....	118.6	135.6	106.10	119.8	135.3	110.30
February.....	117.1	137.0	107.17	117.8	136.5	111.31
March .....	118.0	137.5	107.57	119.4	136.7	111.48
April .....	119.3	139.3	108.97	120.2	140.2	114.33
May .....	122.7	139.8	109.39	122.0	140.2	114.35
June.....	124.6	140.5	109.92	123.3	140.1	114.23
July.....	124.0	140.5	109.93	121.8	138.8	113.20
August.....	126.9	141.8	110.92	125.3	140.4	114.48
September.....	126.7	143.8	112.48	125.7	143.6	117.08
October*.....	126.0	144.3	112.90	124.5	144.8	118.08
November†.....	125.6	145.0	113.46	124.0	145.5	118.64

\* Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Nov. 1968	Oct. 1968	Nov. 1967	Nov. 1968	Oct. 1968	Nov. 1967
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	119.2	121.5	120.0	92.51	91.13	85.96
Newfoundland.....	123.4	128.2	127.8	101.30	99.53	92.68
Prince Edward Island.....	149.0	147.2	135.1	71.76	68.77	69.80
Nova Scotia.....	115.9	116.8	116.1	90.43	89.67	83.55
New Brunswick.....	117.7	120.4	118.4	91.40	89.56	85.85
Quebec.....	120.1	120.9	120.8	111.53	110.49	104.19
Ontario.....	130.1	129.7	127.5	117.23	117.37	108.42
Prairie Region.....	123.4	124.1	122.3	106.94	106.43	98.88
Manitoba.....	117.6	118.6	116.6	103.99	103.25	94.33
Saskatchewan.....	120.3	121.2	122.8	104.38	104.75	98.28
Alberta.....	129.5	129.9	126.9	110.18	109.54	102.68
British Columbia.....	131.0	131.9	127.5	124.89	123.31	116.38
CANADA.....	125.6	126.0	124.3	113.46	112.90	105.26
URBAN AREAS						
St. John's.....	144.6	146.0	148.3	88.76	88.84	82.36
Halifax.....	118.9	118.2	118.9	93.80	92.73	86.41
Sydney.....	100.7	101.9	104.1	98.12	97.38	94.20
Moncton.....	130.9	124.6	124.9	85.38	86.45	79.82
Saint John.....	110.4	111.1	111.4	91.40	91.36	84.16
Chicoutimi.....	110.4	109.9	107.1	126.79	127.16	123.78
Montreal.....	122.6	123.4	123.7	113.24	112.31	105.04
Quebec.....	118.5	119.4	118.2	96.02	95.01	90.65
Shawinigan.....	99.5	99.4	95.4	113.05	111.95	105.79
Sherbrooke.....	118.3	118.0	118.4	94.79	95.08	87.82
Trois-Rivières.....	111.5	112.6	115.5	107.23	103.63	98.76
Ottawa-Hull.....	133.6	133.6	127.9	105.11	105.10	97.44
Belleville.....	125.7	124.7	117.2	97.53	98.53	91.80
Brampton.....	270.4	267.2	261.1	115.82	116.43	106.27
Brantford.....	125.6	132.2	133.2	106.10	106.26	101.13
Fort William-Port Arthur.....	122.9	126.3	125.4	114.18	111.14	103.62
Guelph.....	138.3	138.5	137.9	107.44	107.31	97.86
Hamilton.....	120.3	119.3	121.6	118.34	120.54	110.92
Kingston.....	123.7	124.2	121.1	110.57	110.01	101.92
Kitchener.....	151.3	150.3	144.8	105.03	104.59	96.03
London.....	125.4	124.3	125.1	108.89	108.77	99.23
Niagara Falls.....	109.8	113.5	108.3	109.60	105.35	101.73
Oshawa.....	142.8	142.3	141.2	143.25	146.89	128.24
Peterborough.....	138.0	138.4	137.6	117.93	116.57	111.62
Sarnia.....	142.3	144.3	130.3	153.78	149.35	134.41
Sault Ste. Marie.....	122.4	121.5	118.1	127.50	127.20	118.98
Sudbury.....	120.9	120.7	110.7	138.23	139.06	130.35
St. Catharines.....	146.4	143.9	147.8	131.50	130.67	116.41
Timmins.....	72.0	74.0	80.8	101.66	99.39	95.87
Toronto.....	132.8	132.2	128.9	117.55	117.71	109.00
Welland.....	110.2	108.5	110.3	131.34	132.16	122.52
Windsor.....	157.2	158.2	156.3	136.04	136.96	121.33
Winnipeg.....	119.3	119.4	119.6	96.33	95.43	88.42
Regina.....	125.0	125.9	121.8	98.83	99.96	92.67
Saskatoon.....	150.2	150.4	149.1	101.52	102.15	93.71
Calgary.....	138.5	137.5	138.1	107.92	107.92	102.30
Edmonton.....	138.1	137.4	133.0	104.45	104.00	96.49
Vancouver.....	133.1	132.5	128.6	120.41	118.64	111.44
Victoria.....	122.9	121.3	125.3	105.17	103.54	100.05

\* Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

(in thousands)												
CANADA												
Nov. 1968*	67.0	120.3	865.1	804.8	384.1	650.3	1,036.9	287.9	932.9	625.3	279.7	6,054.3
Oct. 1968*	71.7	120.6	871.0	802.9	403.1	654.4	1,009.7	284.9	924.9	630.1	279.8	6,053.0
Nov. 1967	74.2	118.8	829.5	796.1	373.0	657.6	975.5	264.8	868.3	572.4	268.1	5,798.3
NEWFOUNDLAND												
Nov. 1968*	2.5	5.6	9.1	1.9	10.1	14.4	17.3	2.0	18.1	7.5	6.9	95.3
Oct. 1968*	2.9	5.7	9.6	1.9	10.4	15.3	17.1	2.0	18.0	7.7	7.0	97.6
Nov. 1967	3.2	5.5	9.4	2.3	11.1	16.7	16.5	1.8	16.8	6.4	6.8	96.7
PRINCE EDWARD ISLAND												
Nov. 1968*	—	—	2.4	0.5	2.0	3.6	4.3	0.6	4.8	1.5	1.8	21.6
Oct. 1968*	—	—	2.5	0.6	2.3	3.3	4.2	0.6	4.7	1.8	1.6	21.7
Nov. 1967	0.1	—	2.0	0.5	2.0	3.0	4.0	0.6	4.1	1.6	1.9	19.9
NOVA SCOTIA												
Nov. 1968*	2.2	7.0	18.6	14.0	14.5	22.0	33.2	6.7	31.1	14.0	18.0	181.3
Oct. 1968*	2.8	7.0	19.1	14.5	15.1	21.0	32.0	6.7	30.9	14.2	17.9	181.3
Nov. 1967	2.4	7.5	17.8	15.7	13.2	21.3	30.4	6.3	28.5	12.4	16.7	172.2
NEW BRUNSWICK												
Nov. 1968*	6.1	2.4	17.4	11.4	9.3	19.9	27.1	4.5	24.9	10.3	8.9	142.2
Oct. 1968*	7.5	2.4	18.5	10.9	10.2	20.1	26.0	4.4	24.9	10.9	9.0	144.8
Nov. 1967	8.4	2.5	16.6	10.6	10.1	21.6	24.1	4.3	23.4	9.9	8.6	140.2
QUEBEC												
Nov. 1968*	21.8	24.8	324.6	200.5	85.2	181.0	259.3	80.1	262.6	159.2	56.1	1,655.0
Oct. 1968*	24.2	25.3	325.6	201.6	92.3	181.7	249.4	80.1	259.6	161.1	56.3	1,657.1
Nov. 1967	25.6	26.2	311.7	194.3	85.6	184.3	242.9	73.5	245.9	153.0	57.6	1,600.6
ONTARIO												
Nov. 1968*	11.1	35.3	376.3	452.5	155.6	210.6	408.3	122.8	348.0	256.2	121.4	2,498.1
Oct. 1968*	11.5	35.1	377.7	451.9	159.5	211.0	397.2	122.5	344.4	259.0	121.1	2,490.8
Nov. 1967	12.7	34.5	362.2	452.9	143.5	213.5	386.3	116.3	319.7	227.9	110.9	2,380.5
MANITOBA												
Nov. 1968*	0.7	7.0	28.0	20.4	17.2	45.7	53.8	13.1	42.9	30.1	13.8	272.5
Oct. 1968*	0.8	7.2	28.3	20.5	18.8	46.5	53.6	12.9	42.6	29.4	13.8	274.5
Nov. 1967	0.9	6.3	26.9	19.6	16.7	45.3	54.5	12.2	41.5	28.1	13.7	265.7
SASKATCHEWAN												
Nov. 1968*	0.6	5.0	10.0	5.6	15.5	26.3	40.2	8.3	40.1	19.7	11.4	182.9</

\* Preliminary. † Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

† Includes health services (except hospitals); motion picture and recreational services; domestic service) and miscellaneous services.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

**Basis:** 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).



**TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries**

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Nov. 1968	Oct. 1968	Nov. 1967	Nov. 1968	Oct. 1968	Nov. 1967
	(1961 = 100)			\$	\$	\$
<b>MINING, INCLUDING MILLING.....</b>	109.8	110.1	109.1	145.11	143.01	133.59
Metals.....	102.9	102.6	104.4	145.33	144.05	133.37
Mineral fuels.....	103.3	102.6	104.4	148.58	147.94	139.74
Non-metals except fuels.....	117.5	121.4	117.0	137.34	133.97	124.19
Quarries and sand pits.....	105.1	112.9	112.6	125.50	122.78	110.33
Services incidental to mining.....	162.4	161.8	139.3	152.19	146.71	142.40
<b>MANUFACTURING.....</b>	124.0	124.5	123.2	118.64	118.08	109.71
Durable goods.....	134.7	134.6	133.8	128.65	128.34	118.30
Non-durable goods.....	115.3	116.4	114.6	109.19	108.48	101.61
Food and beverages.....	110.1	113.5	110.3	103.66	101.77	95.72
Foods.....	109.6	113.3	109.7	99.98	98.58	92.47
Beverages.....	113.6	114.6	113.7	126.03	121.61	115.29
Tobacco processing and products.....	114.3	91.0	116.1	113.67	125.52	103.54
Rubber products.....	124.6	124.7	124.0	124.90	124.33	114.12
Leather products.....	101.2	100.5	99.1	78.29	76.73	73.67
Textile products.....	120.9	120.7	121.2	98.42	97.73	91.17
Knitting mills.....	118.9	118.5	109.8	75.22	74.63	70.57
Clothing.....	107.9	110.3	108.2	72.06	72.69	66.64
Wood products.....	112.1	111.5	103.7	108.55	107.28	100.49
Furniture and fixtures.....	131.8	132.1	129.6	98.34	97.99	90.71
Paper and allied industries.....	117.2	118.4	117.1	137.09	136.38	127.92
Printing, publishing and allied industries.....	114.8	114.5	115.1	122.77	123.12	114.36
Primary metal industries.....	126.8	126.3	123.2	140.23	142.05	130.60
Metal fabricating industries.....	133.3	133.8	132.9	123.78	123.21	114.94
Machinery, except electrical.....	139.3	139.3	147.0	132.84	132.09	123.04
Transportation equipment.....	154.0	153.8	156.0	147.30	146.47	130.75
Electrical products.....	146.9	146.4	145.8	120.47	119.42	111.70
Non-metallic mineral products.....	117.6	119.2	119.4	125.61	126.77	115.67
Petroleum and coal products.....	102.4	102.5	101.7	171.87	170.34	162.06
Chemicals and chemical products.....	118.3	118.9	118.8	133.19	132.92	123.94
Miscellaneous manufacturing industries.....	144.7	145.3	136.0	100.86	100.31	95.12
<b>CONSTRUCTION.....</b>	124.7	131.9	125.5	143.03	143.17	134.62
Building.....	133.7	139.1	131.7	141.52	140.40	133.28
Engineering.....	109.2	119.5	114.9	146.21	148.74	137.29
<b>TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....</b>	110.8	111.5	111.8	126.35	125.40	116.42
Transportation.....	107.5	108.3	108.5	125.52	123.74	114.75
Storage.....	113.5	113.0	117.6	114.41	111.81	103.22
Communication.....	117.3	117.7	118.8	120.78	121.09	111.98
<b>TRADE.....</b>	137.1	132.5	132.9	88.34	88.17	81.24
Wholesale trade.....	125.2	124.8	122.6	112.73	111.32	102.46
Retail trade.....	143.7	136.7	138.7	76.58	76.48	70.85
<b>FINANCE, INSURANCE AND REAL ESTATE....</b>	133.0	132.2	128.7	109.50	108.34	99.73
Financial institutions.....	136.5	135.3	131.4	108.06	106.57	96.88
Insurance and real estate.....	128.4	128.1	125.0	111.57	110.85	103.74
<b>SERVICE.....</b>	159.7	162.8	153.0	81.52	80.07	77.09
Recreational services.....	141.7	149.1	129.4	73.63	70.46	67.21
Business services.....	178.6	180.0	167.6	125.17	123.32	119.16
Personal services.....	147.1	150.4	141.9	60.03	59.35	56.10
Miscellaneous services.....	187.5	189.8	185.3	86.90	85.59	85.22
<b>INDUSTRIAL COMPOSITE.....</b>	125.6	126.0	124.3	113.46	112.90	105.26

\* Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.
	1968	1968	1967	1968	1968	1967	1968	1968	1967
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	42.4	42.1	42.4	3.17	3.14	2.92	134.53	132.33	123.81
Metals.....	41.7	41.5	41.6	3.30	3.28	3.06	137.59	136.18	127.23
Mineral fuels.....	42.2	42.0	44.1	2.66	2.65	2.42	112.33	111.53	106.82
Non-metals, except fuels.....	43.8	43.2	43.3	2.94	2.95	2.76	129.11	127.45	119.44
Quarries and sand pits.....	48.1	48.7	48.7	2.56	2.46	2.30	122.95	119.84	107.46
Services incidental to mining.....	42.8	41.6	42.4	3.51	3.43	3.23	150.18	142.60	136.86
MANUFACTURING.....	40.9	40.9	40.7	2.65	2.64	2.46	108.66	108.22	100.18
Durable goods.....	41.9	41.8	41.5	2.86	2.86	2.65	119.89	119.65	110.05
Non-durable goods.....	40.0	40.0	40.0	2.44	2.42	2.26	97.41	96.88	90.34
Food and beverages.....	39.3	39.4	39.3	2.37	2.32	2.17	93.04	91.45	85.46
Foods.....	39.1	39.3	39.1	2.29	2.25	2.11	89.75	88.62	82.58
Beverages.....	40.8	40.0	40.8	2.90	2.86	2.63	118.40	114.28	107.38
Tobacco processing and products.....	37.5	36.9	38.4	2.69	3.08	2.43	100.73	113.86	92.55
Rubber products.....	42.1	42.6	42.2	2.79	2.76	2.55	117.40	117.57	107.46
Leather products.....	39.8	39.1	40.2	1.80	1.79	1.68	71.84	70.00	67.76
Textile products.....	42.1	41.8	41.7	2.09	2.08	1.93	87.92	86.83	80.66
Miscellaneous textiles.....	40.4	40.6	40.2	2.19	2.18	2.03	88.32	88.48	81.74
Knitting mills.....	41.6	41.5	41.6	1.61	1.59	1.51	66.90	66.13	62.69
Clothing.....	36.8	37.4	36.9	1.77	1.77	1.62	65.19	66.17	59.89
Wood products.....	40.6	40.6	40.7	2.55	2.53	2.36	103.73	102.52	90.94
Furniture and fixtures.....	43.1	43.0	42.8	2.12	2.12	1.96	91.48	91.17	83.89
Paper and allied industries.....	41.4	41.4	41.2	3.11	3.09	2.91	128.79	127.93	119.75
Pulp and paper mills.....	41.5	41.4	41.2	3.42	3.39	3.19	141.70	140.24	131.49
Printing, publishing and allied industries....	38.4	38.7	38.5	3.14	3.13	2.90	120.51	121.45	111.55
Primary metal industries.....	41.0	41.5	40.3	3.21	3.23	3.03	131.60	134.01	122.02
Iron and steel mills.....	40.0	41.2	39.2	3.33	3.39	3.15	133.45	139.79	123.66
Metal fabricating industries.....	41.7	41.4	41.3	2.81	2.81	2.60	117.00	116.37	107.63
Machinery, except electrical.....	41.6	41.4	41.1	2.95	2.94	2.77	122.66	121.83	113.74
Transportation equipment.....	43.3	43.1	42.5	3.22	3.21	2.90	139.56	138.49	123.19
Aircraft and parts.....	42.4	42.1	43.0	3.06	3.04	2.86	129.99	128.03	122.86
Motor vehicles.....	43.8	44.1	42.6	3.38	3.37	3.00	148.02	148.49	127.82
Assembling.....	45.5	45.7	43.7	3.65	3.63	3.17	165.82	165.81	138.44
Parts and accessories.....	42.5	42.8	41.8	3.20	3.19	2.89	136.03	136.58	120.76
Shipbuilding and repairing.....	41.4	39.6	41.2	3.12	3.07	2.79	129.16	121.57	115.00
Electrical products.....	41.0	40.7	40.8	2.55	2.54	2.39	104.61	103.29	97.70
Communications equipment.....	40.5	40.3	40.5	2.42	2.42	2.28	98.10	97.83	92.37
Non-metallic mineral products.....	43.3	44.0	43.1	2.75	2.75	2.55	119.28	121.06	110.00
Petroleum and coal products.....	42.8	42.3	43.3	3.69	3.67	3.49	157.67	155.38	151.07
Chemical and chemical products.....	41.0	41.1	40.8	2.86	2.84	2.65	116.97	117.00	108.27
Miscellaneous manufacturing industries....	40.7	40.8	40.9	2.12	2.10	1.99	86.39	85.76	81.30
CONSTRUCTION.....	40.9	41.6	41.6	3.44	3.39	3.19	140.66	141.00	132.93
Building.....	39.5	39.5	40.1	3.53	3.49	3.29	139.22	137.98	131.93
General contractors.....	39.3	39.2	39.9	3.40	3.36	3.14	133.85	131.77	125.47
Special trade contractors.....	39.6	39.8	40.3	3.62	3.59	3.41	143.32	142.79	137.42
Engineering.....	43.9	45.7	44.6	3.27	3.21	3.02	143.73	147.05	134.92
Highways, bridges and streets.....	43.7	46.3	44.3	2.70	2.71	2.51	117.87	125.72	110.95
Other engineering.....	44.1	45.2	45.0	3.78	3.71	3.53	167.03	167.58	158.80
OTHER INDUSTRIES									
Urban transit.....	41.8	42.3	41.1	3.30	3.29	3.05	137.74	139.14	125.27
Highway and bridge maintenance.....	38.8	39.0	38.5	2.43	2.42	2.29	94.30	94.36	88.31
Laundries, cleaners and pressers.....	37.6	37.9	38.9	1.55	1.55	1.43	58.42	58.76	55.66
Hotels, restaurants and taverns.....	33.0	32.8	33.4	1.55	1.53	1.43	51.08	50.14	47.94

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).



**TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing**

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
1965†.....	41.0	2.12	86.89	116.7	108.0
1966†.....	40.8	2.25	91.95	123.1	110.2
1967†.....	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—November.....	40.7	2.46	100.18	134.6	114.5
December.....	38.7	2.50	96.78	130.0	110.1
1968—January.....	40.0	2.49	99.52	133.7	113.1
February.....	40.4	2.49	100.53	135.0	113.2
March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.42	140.3	117.1
June.....	40.4	2.57	103.94	139.7	116.0
July.....	40.0	2.56	102.23	137.4	113.8
August.....	40.4	2.59	104.63	140.5	116.1
September.....	41.0	2.62	107.43	144.3	118.9
October*.....	40.9	2.64	108.22	145.4	119.2
November†.....	40.9	2.65	108.66	146.0	119.3

\*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

**TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province**

	Average Weekly Hours*			Average Hourly Earnings*		
	November 1968	October 1968	November 1967	November 1968	October 1968	November 1967
				\$	\$	\$
Newfoundland.....	37.1	39.8	38.7	2.24	2.18	2.15
Nova Scotia.....	39.6	38.9	39.5	2.07	2.08	1.96
New Brunswick.....	41.0	40.6	41.2	2.16	2.13	2.03
Quebec.....	41.8	41.7	41.6	2.38	2.36	2.21
Ontario.....	41.1	41.2	40.8	2.79	2.79	2.58
Manitoba.....	39.9	39.7	39.8	2.37	2.37	2.19
Saskatchewan.....	40.5	40.1	40.0	2.81	2.84	2.57
Alberta.....	39.3	39.5	39.3	2.70	2.70	2.51
British Columbia.....	38.1	37.9	37.8	3.31	3.27	3.13

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

## E — Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower

Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 307.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1968—November.....	5,366,000	5,024,400	341,600
October.....	5,295,000	5,030,500	264,500
September.....	5,301,000	5,054,300	246,700
August.....	5,320,000	5,050,200	269,800
July.....	5,256,000	4,935,000	321,000
June*.....	5,262,000	4,970,900	291,100
May.....	4,727,000	4,405,600	321,400
April.....	4,859,000	4,284,000	575,000
March.....	4,894,000	4,237,100	656,900
February.....	4,864,000	4,204,500	659,500
January.....	4,881,000	4,247,700	633,300
1967—December.....	4,828,000	4,326,500	501,500
November.....	4,800,000	4,463,400	336,600

\* Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 a year.

**TABLE E-4—Benefit Payments, by Province, December 1968**

<i>Province</i>	<i>Weeks Paid</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	60,094	1,761,694
Prince Edward Island.....	9,331	262,814
Nova Scotia.....	51,432	1,409,978
New Brunswick.....	51,574	1,482,995
Quebec.....	379,945	11,087,479
Ontario.....	298,462	8,575,181
Manitoba.....	37,479	1,080,088
Saskatchewan.....	27,023	791,670
Alberta.....	42,202	1,249,165
British Columbia.....	102,612	3,099,155
Total, Canada, December 1968.....	1,060,154	30,800,219
Total, Canada, November 1968.....	744,644	20,622,847
Total, Canada, December 1967.....	1,018,912	26,580,682

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, December 1968**

<i>Province</i>	<i>Claims Filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at the End of the Month</i>			
	<i>Total</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposal of</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	18,285	15,686	2,599	16,766	14,147	2,619	5,040
Prince Edward Island.....	3,630	3,204	426	3,572	3,292	280	802
Nova Scotia.....	15,076	12,048	3,028	13,638	11,572	2,066	4,165
New Brunswick.....	15,621	13,118	2,503	14,901	12,811	2,090	4,076
Quebec.....	86,633	63,401	23,232	73,604	59,597	14,007	33,919
Ontario.....	73,325	56,212	17,113	59,277	47,651	11,626	27,475
Manitoba.....	10,028	7,974	2,054	9,431	7,903	1,528	2,280
Saskatchewan.....	9,812	7,613	2,199	8,984	7,346	1,638	3,051
Alberta.....	10,738	8,152	2,586	9,831	7,762	2,069	2,967
British Columbia.....	33,208	25,691	7,517	29,211	23,618	5,593	10,008
Total, Canada, December 1968....	276,356*	213,099	63,257	239,215†	195,699	43,516	93,783
Total, Canada, November 1968....	170,844	124,686	46,158	149,206	105,455	43,751	56,642
Total, Canada, December 1967....	270,577	204,364	66,213	254,954	204,765	50,189	94,912

\* In addition, revised claims received numbered 39,621.

† In addition, 37,449 revised claims were disposed of. Of these, 2,542 were special requests not granted and 1,096 were appeals by claimants. There were 7,128 revised claims pending at the end of the month.



**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at December 31, 1968**

<i>Province and Sex</i>	<i>Total Claimants</i>	<i>Number of Weeks on Claim (based on 20 per cent sample)</i>				<i>Total Claimants</i>	
		<i>1-4</i>	<i>5-13</i>	<i>14-26</i>	<i>27 or more*</i>	<i>Nov. 29 1968</i>	<i>Dec. 29 1967</i>
CANADA.....	497,873	292,287	116,003	53,903	35,680	341,604	501,523
Male.....	352,538	226,787	79,451	27,869	18,431	221,439	359,288
Female.....	145,335	65,500	36,552	26,034	17,249	120,165	142,235
NEWFOUNDLAND.....	29,607	21,118	5,867	1,724	898	14,370	26,590
Male.....	26,732	19,839	5,161	1,111	621	11,889	24,084
Female.....	2,875	1,279	706	613	277	2,481	2,506
PRINCE EDWARD ISLAND.....	5,341	4,224	723	292	102	2,265	5,036
Male.....	4,165	3,407	528	159	71	1,567	3,881
Female.....	1,176	817	195	133	31	698	1,155
NOVA SCOTIA.....	26,243	16,832	5,239	2,447	1,725	15,103	23,438
Male.....	20,618	14,066	3,886	1,436	1,230	10,897	18,500
Female.....	5,625	2,766	1,353	1,011	495	4,206	4,938
NEW BRUNSWICK.....	26,662	16,871	6,241	2,192	1,358	14,503	25,243
Male.....	20,341	13,898	4,164	1,401	878	9,811	19,558
Female.....	6,321	2,973	2,077	791	480	4,692	5,685
QUEBEC.....	159,762	96,488	36,115	16,511	10,648	116,902	160,514
Male.....	116,707	75,577	26,425	9,152	5,553	81,302	117,094
Female.....	43,055	20,911	9,690	7,359	5,095	35,600	43,420
ONTARIO.....	132,084	68,198	31,785	18,826	13,275	97,779	141,491
Male.....	79,249	45,541	19,077	8,452	6,179	53,196	85,974
Female.....	52,835	22,657	12,708	10,374	7,096	44,583	55,517
MANITOBA.....	19,215	11,203	4,810	1,851	1,351	12,674	20,493
Male.....	13,915	9,096	3,324	877	618	7,902	15,714
Female.....	5,300	2,107	1,486	974	733	4,772	4,779
SASKATCHEWAN.....	17,081	10,906	3,965	1,449	761	9,469	14,557
Male.....	13,216	9,212	2,948	733	323	6,605	11,643
Female.....	3,865	1,694	1,017	716	438	2,864	2,914
ALBERTA.....	19,867	11,417	4,786	2,291	1,373	15,022	20,300
Male.....	14,201	9,469	3,241	907	584	9,553	15,377
Female.....	5,666	1,948	1,545	1,384	789	5,469	4,923
BRITISH COLUMBIA.....	62,011	35,030	16,472	6,320	4,189	43,517	63,861
Male.....	43,394	26,682	10,697	3,641	2,374	28,717	47,463
Female.....	18,617	8,348	5,775	2,679	1,815	14,800	16,398

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

## F — Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Transportation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—February.....	118.2	120.8	116.7	119.1	113.2	125.1	117.6	117.3
March.....	118.6	119.9	117.1	120.5	114.0	125.1	118.1	119.0
April.....	119.3	120.8	117.6	121.2	114.4	126.9	117.8	121.2
May.....	119.3	120.1	117.9	120.7	114.5	127.4	119.2	121.3
June.....	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July.....	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August.....	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September.....	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October.....	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February.....	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
(1949 = 100)								
February.....	158.4*							

\* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.  
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of February 1969**

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Feb. 1969	Jan. 1969	Feb. 1968							
(1961 — 100)										
St. John's, Nfld. ....	117.8	117.2	113.2	117.6	113.0	121.5	110.8	128.2	108.7	142.4
Halifax.....	115.5	115.8	112.7	122.1	109.8	118.4	106.6	131.1	121.0	113.1
Saint John.....	116.3	116.6	113.6	121.0	110.1	122.8	113.7	125.4	122.7	113.1
Montreal.....	120.4	120.1	116.9	125.5	112.3	118.7	116.5	125.0	136.6	127.7
Ottawa.....	120.1	120.3	116.7	124.7	112.2	122.4	117.3	132.2	126.3	124.8
Toronto.....	121.2	121.3	117.2	121.2	116.6	125.2	124.0	129.2	120.8	123.6
Winnipeg.....	120.4	120.4	116.7	122.4	111.2	127.8	118.6	136.8	123.6	128.1
Saskatoon-Regina.....	117.7	117.8	114.0	122.9	111.7	122.3	111.6	123.8	121.9	120.8
Edmonton-Calgary.....	119.2	119.1	115.0	122.4	113.5	123.5	116.6	131.8	124.5	114.3
Vancouver.....	117.3	116.8	114.0	121.9	111.6	121.5	116.5	126.1	117.0	112.3

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.



## G — Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover

strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**TABLE G-1—Strikes and Lockouts, 1963-69**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
*1968—February.....	42	76	49,069	590,840	0.46
March.....	37	83	41,296	682,180	0.53
April.....	42	86	41,751	324,790	0.25
May.....	64	116	30,993	410,710	0.30
June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
*1969—January.....	33	64	10,048	125,680	0.09
February.....	26	62	15,467	137,070	0.11

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, February 1969 by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—
Mines.....	2	187	2,980
Manufacturing.....	34	5,578	68,100
Construction.....	11	1,158	10,530
Transportation and utilities.....	6	5,504	34,490
Trade.....	4	274	5,480
Finance.....	—	—	—
Service.....	3	2,685	14,740
Public administration.....	2	81	750
ALL INDUSTRIES.....	62	15,467	137,070

**TABLE G-3—Strikes and Lockouts, February 1969 by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island.....	—	—	—
Nova Scotia.....	2	180	2,240
New Brunswick.....	3	410	2,740
Quebec.....	8	3,021	20,800
Ontario.....	36	11,112	102,250
Manitoba.....	1	36	180
Saskatchewan.....	1	143	570
Alberta.....	2	122	2,440
British Columbia.....	7	309	4,980
Federal.....	2	134	870
ALL JURISDICTIONS.....	62	15,467	137,070

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1969 (Preliminary)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			February	Accumulated		
MANUFACTURING						
Food and Beverages						
Nova Scotia Co-operative Abattoir Ltd., Halifax, N.S.	Teamsters Loc. 927 (Ind.)	100	2,000	4,400	Dec. 30 —	Wages, working conditions—
Nestle (Canada) Ltd., Chesterville, Ont.	Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC)	199	1,000	1,000	Feb. 22 —	Wages—
Gerber Products of Canada Ltd., Niagara Falls, Ont.	District 50 (U.M.W.A.) Loc. 14059 (Ind.)	140	700	700	Feb. 24 —	Wages, vacations—
H. J. Heinz of Canada Ltd., Leamington, Ont.	Packinghouse Workers Loc. 459 (AFL-CIO/CLC)	900	3,600	3,600	Feb. 25 —	Disciplinary suspension of one worker—
Quakers Oats Co. of Canada, Ltd., Saskatoon, Sask.	Packinghouse Workers Loc. 418 (AFL-CIO/CLC)	143	570	570	Feb. 25 —	Wages, shift premiums, vacations—
Rubber						
Mansfield Denman General, Barrie, Ont.	Rubber Workers Loc. 536 (AFL-CIO/CLC)	330	1,650	31,680	Sep. 23 Feb. 10	Wages, piece work procedures— Return of workers following settle- ment of both issues.
Chicago Rawhide, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	129	2,580	9,940	Nov. 9 —	Wages, hours—
Wood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,100	5,460	Dec. 17 —	Wages, fringe benefits, holidays —
Paper						
Crestbrook Pulp and Paper Ltd., Skookumchuck, B.C.	Pulp and Paper Workers (Ind.)	160	2,510	4,810	Jan. 18 Feb. 23	Wages, other benefits—Wage in- crease, \$400. pay bonus.
Lily Cups Limited, Scarborough, Ont.	Printing Pressmen Loc. 466 (AFL-CIO/CLC)	300	150	150	Feb. 28 —	Failure to reach agreement—
Primary Metals						
Anthes Eastern Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (CLC)	285	2,990	2,990	Feb. 14 —	Wages—
Plasticast Limited, Windsor, Ont.	Machinists Loc. 2270 (AFL-CIO/CLC)	245	1,470	1,470	Feb. 21 —	Wages—
Metal Fabricating						
Nicholson File Co. of Canada Ltd., Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	237	4,740	7,580	Jan. 16 —	Wages, contract language—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			February	Accumulated		
Anthes Steel Products Limited, Cooksville, Ont.	Steelworkers Loc. 4515 (AFL-CIO/CLC)	230	4,600	4,600	Feb. 3 —	Wages—
<i>Machinery</i>						
Dorr-Oliver-Long Ltd., Orillia, Ont.	Steelworkers Loc. 4697 (AFL-CIO/CLC)	340	6,800	10,540	Jan. 17 —	Wages, hours, statutory holiday revision of the classification system—
<i>Electrical Products</i>						
Proctor-Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,060	16,280	July 17 —	Wages, hours—
Robbins and Myers, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	188	1,880	12,600	Nov. 11 Feb. 17	Wages, hours—Wage increases, 10% paid statutory holidays, improved health and welfare clause, other benefits.
<i>Chemical Products</i>						
Cyanamid of Canada Ltd., Niagara Falls, Ont.	Chemical Workers Loc. 165 (AFL-CIO/CLC)	500	10,000	20,000	Jan. 6 —	Wages—
<i>Miscellaneous Manufacturing</i>						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	5,900	58,520	May 17 —	Wages, union security, grievance procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations, Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,000	32,400	July 15 —	Wages, other benefits—
Modern Paving, St. Lambert de Lévis, Que.	Building and Woodworkers' Federation (CNTU)	110	2,200	17,160	July 19 —	Security of employment—
Delta Electric, Dalhousie, N.B.	I.B.E.W. Loc. 1150 (AFL-CIO/CLC)	270	810	810	Feb. 5 Feb. 10	Use of non-union electricians by sub-contractor—Return of workers when sub-contractor agreed not to hire pending signing of agreement
Foundation Co. of Canada Ltd., Copper Cliff, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	100	650	650	Feb. 20 —	Dismissal of 21 workers—
Lakehead Sheet Metal Contractors Association, Various locations— Fort William and Port Arthur, Ont.	Sheet Metal Workers Loc. 397 (AFL-CIO/CLC)	225	230	230	Feb. 28 —	Wages, fringe benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers February 1969 (Preliminary) (Concluded)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			February	Accumulated		
TRANSPORTATION AND UTILITIES						
Transportation						
Lakehead Freightways Ltd., Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters Various locals (Ind.)	100	800	800	Feb. 19 —	Hours of work, safety conditions—
Power, Gas and Water						
Ontario Hydro, Province-wide, Ontario.	Public Employees Loc. 1,000 (CLC)	5,300	33,080	33,080	Feb. 3 —	Wages, other benefits—
TRADE						
Metro Toronto News Ltd., Scarborough, Ont.	Teamsters Loc. 419 (Ind.)	160	3,200	5,280	Jan. 15 —	Disagreement over new contract—
SERVICE						
Education						
Government of Quebec, Province-wide, Quebec.	La Corporation des Enseignants du Québec	2,680	14,640	14,640	Feb. 3 Feb. 20	Teacher classification, remote area premiums, job security, working conditions—Return of teachers when mediator appointed.
Federal jurisdiction.						

### Technical Notes to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations. Although Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,\* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new

cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date

of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in *Employment and Average Weekly Wages and Salaries* (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

\* Under the Training Allowances Act—1966 the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.



## H — Employment Fatalities

**TABLE H**—Employment Fatalities in Canada During Fourth Quarter of 1968

	Agri- culture	For- estry	(1) Fishing	(2) Mining	Manu- factur- ing	Con- struc- tion	(3) Trans- porta- tion	Trade	(4) Fi- nance	(5) Serv- ice	(6) Public Ad- minis- tra- tion	Total	Per Cent of Total
<b>By Industry* and Age Group</b>													
14-19.....	1	1	—	—	1	1	3	—	—	1	—	8	4.5
20-24.....	1	4	2	—	4	2	5	—	—	1	2	21	11.9
25-44.....	5	11	4	4	8	15	13	4	—	3	6	73	41.2
45-64.....	1	4	—	14	13	11	14	4	—	—	3	64	36.2
65 and over.....	—	—	—	3	1	3	1	1	—	2	—	11	6.2
<b>TOTAL.....</b>	<b>8</b>	<b>20</b>	<b>6</b>	<b>21</b>	<b>27</b>	<b>32</b>	<b>36</b>	<b>9</b>	<b>—</b>	<b>7</b>	<b>11</b>	<b>177**</b>	<b>100.0</b>
<b>By Industry and Occupation†</b>													
Farmers (a).....	8	—	—	—	—	—	—	—	—	—	—	8	4.5
Loggers (b).....	—	14	—	—	1	1	—	—	—	—	—	16	9.0
Fishermen (c).....	—	—	6	—	—	—	—	—	—	—	—	6	3.4
Miners (d).....	—	—	—	18	—	—	—	—	—	—	—	18	10.2
Craftsmen (e).....	—	4	—	3	16	21	12	5	—	2	2	65	36.7
Labourers (f).....	—	—	—	—	4	8	2	—	—	—	—	14	7.9
Transport (g).....	—	2	—	—	2	1	19	2	—	—	3	29	16.4
Managerial.....	—	—	—	—	—	1	1	1	—	—	—	3	1.7
Professional (h).....	—	—	—	—	1	—	—	—	—	1	—	2	1.1
Clerical.....	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales.....	—	—	—	—	3	—	—	1	—	—	—	4	2.3
Service (i).....	—	—	—	—	—	—	2	—	—	4	6	12	6.8
<b>TOTAL.....</b>	<b>8</b>	<b>20</b>	<b>6</b>	<b>21</b>	<b>27</b>	<b>32</b>	<b>36</b>	<b>9</b>	<b>—</b>	<b>7</b>	<b>11</b>	<b>177**</b>	<b>100.0</b>
<b>By Industry and Type of Accident‡</b>													
Struck by objects (j).....	1	9	—	11	9	12	9	2	—	—	1	54	30.5
Falls and slips (k).....	2	1	6	3	4	4	7	—	—	1	2	30	17.0
Collisions, derailments (l).....	1	6	—	—	6	3	13	3	—	2	2	36	20.3
Caught in, on, between (m).....	4	4	—	3	4	6	2	1	—	1	1	26	14.7
Inhalations (n).....	—	—	—	1	2	1	—	1	—	—	—	5	2.8
Conflagrations (o).....	—	—	—	2	1	3	3	1	—	—	1	11	6.2
Electric current (p).....	—	—	—	—	—	2	1	—	—	1	—	4	2.3
Over-exertion (q).....	—	—	—	—	1	—	—	—	—	—	1	2	1.1
Striking against (r).....	—	—	—	—	—	1	—	—	—	—	—	1	0.6
Miscellaneous (s).....	—	—	—	1	—	—	1	1	—	2	3	8	4.5
<b>TOTAL.....</b>	<b>8</b>	<b>20</b>	<b>6</b>	<b>21</b>	<b>27</b>	<b>32</b>	<b>36</b>	<b>9</b>	<b>—</b>	<b>7</b>	<b>11</b>	<b>177**</b>	<b>100.0</b>
<b>PER CENT OF TOTAL.....</b>	<b>4.5</b>	<b>11.3</b>	<b>3.4</b>	<b>11.9</b>	<b>15.3</b>	<b>18.1</b>	<b>20.3</b>	<b>5.1</b>	<b>—</b>	<b>3.9</b>	<b>6.2</b>	<b>100.0</b>	<b>—</b>

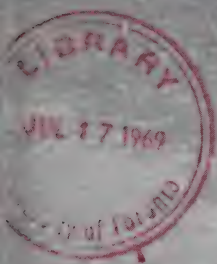
\*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorption, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

\*\*Of these totals, 146 fatalities were reported by various provincial Workmen's Compensation Boards; details of the remaining 31 were obtained from other sources.







# Canada Department of Labour Publications

---

## Economics and Research Branch

*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Cat. No. L1-1968.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

*Industrial and Geographic Distribution of Union Membership in Canada, 1967.* (English or French). Price 15 cents, Cat. No. L31-767.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00 (Bilingual). Cat. No. L2-550.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price \$4.50, Cat. No. L31-967F.

*The Behaviour of Canadian Wages and Salaries in the Postwar Period, 1967.* A graphic presentation. Price \$1.50, Cat. No. L41-567.

*Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal.* 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price \$2.50, Cat. No. L41-667.

*Payment Systems and their Development in the Railway Running Trades.* 1968. By Maxwell Flood. Price \$1.25, Cat. No. L41-768.

(Continued on inside back cover)



# labour gazette

Vol. 69, No. 6, June 1969

## Official Journal Canada Department of Labour

Hon. Bryce Mackasey  
Minister

D. Love  
Deputy Minister

### Editorial Staff

*Editor in Chief*  
W. S. DRINKWATER

*Editor*  
JACK E. NUGENT

*Editor, French Edition*  
GEORGES D'ASTOUS

*Assistant Editor -  
Production and Promotion*  
FRANK L. DUBERVILL

*Staff Writers*  
R. J. LYLE  
SHIRLEY M. PLOWMAN  
KATHLEEN E. WHITEHURST  
R. W. WILKINSON

*Circulation Manager*  
J. E. ABBEY

The construction industry and construction safety are dealt with in this issue. See: Construction Safety, page 312; the Canadian Construction Association annual meeting, page 333; and New Law for Quebec Construction, page 335.

NFB photo

## CONTENTS

- 310 News Briefs
- 311 Coming Events
- 313 50 Years Ago
- 314 The New Role of Women
- 317 CNTU Brief to the Government
- 318 The CBC Labour Disputes
- 319 Reaction to the Woods Report
- 323 Peace on the Montreal Waterfront?
- 324 Price and Income Policies
- 326 The ILO in Wartime — Part II
- 328 ILO: Second Half Century  
Safety Standards for Miners
- 330 Gross National Product — 1968
- 331 The Price of Automation and Mobility
- 333 CCA — 51st Annual Meeting
- 335 New Law for Quebec Construction Industry
- 336 Guaranteed Annual Income  
Wage Schedules — February
- 337 The Strike as a National Emergency
- 338 Price Indexes  
Employment Review — March
- 339 Manpower Utilization
- 340 Unemployment Insurance Report — January
- 341 Legislation:  
Recent Regulations
- 342 Decisions of the Umpire
- 343 Railway Arbitration: Cases 142 to 145
- 344 Certification
- 345 Unemployment Insurance Fund — January and February
- 346 Conciliation
- 348 Library List No. 243
- 351 Statistics Section; Labour Statistics

The LABOUR GAZETTE, published monthly in English and French by the Canada Department of Labour, Public Relations and Information Services Branch. David R. Monk, Director, is listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences. CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS — Canada: \$3 a year, single copies 50 cents each; all other countries: \$5 a year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver

General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER — Five or more annual subscriptions, \$1.50 each (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. BOUND VOLUMES — \$5 a copy delivered in Canada, \$7 a copy to other countries. CHANGE OF ADDRESS — Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.





CNR photo

Key figures in the UTU Train and Yard Service employees settlement were: (l. to r.) J. C. Anderson, Vice-President, Industrial Relations, CPR; G. C. Gale, Vice-President, UTU; W. P. Kelly, Director, Conciliation and Arbitration Branch, Canada Department of Labour; G. W. McDevitt, Vice-President, UTU; and K. L. Crump, Assistant Vice-President, Labour Relations, CNR.

## First UTU contract settlement

The system of preventive mediation developed by the Minister of Labour, Hon. Bryce Mackasey (L. G., Feb., p. 72; Mar., p. 144), has once again demonstrated its effectiveness with the signing of further important railway agreements. Emulating the Minister's success as a mediator in earlier disputes, W. P. Kelly, Director of the Department's Conciliation and Arbitration Branch, has settled the latest disagreement in the current series of bargaining talks between the railways and the railway unions.

There were two separate disputes involving the Canadian National Railways and the United Transportation Union on the one hand and the Canadian Pacific Railway Company and the UTU on the other.

The UTU, in its first contract negotiations since its formation through merger of four railway unions (L. G., March, p. 152), served notice on the railways on November 1, 1968, to revise the collective agreements expiring December 31, 1968. The UTU negotiated directly with each railway until early February when the parties jointly requested the Minister of

Labour to appoint a mediator. The Minister appointed Mr. Kelly to assist the parties in resolving the issues and he entered the dispute on February 12.

Several meetings were held throughout February and March and memoranda of settlements were signed between the union and each railway company on March 21. The terms of settlement provided a total wage increase of 13 per cent over a two-year agreement effective from January 1, 1969. Other main items in the agreement include:

- the companies to bear the full cost of an improved health and welfare plan;
- improved vacations;
- one additional statutory holiday;
- and a rule to provide for negotiation and for final arbitration of any material change in working conditions having adverse effects on employees.

On being congratulated on his success as mediator, Mr. Kelly said that "while there was a deadlock, once this was broken most of the credit for the settlement must go to the negotiators, who were willing to keep the discussions on a meaningful and productive level."

## Ontario launches appeal for student employment

The Ontario Government launched an appeal in March to help find jobs for more than 357,000 Ontario students who will be looking for employment this summer.

To promote its program, the Ontario Government advertised in newspapers, sent information kits to 300 employer associations in the province and sent letters to presidents of more than 30,000 Ontario companies. The Government is co-operating with the federal Manpower Centres to arrange for student registration and will put students in touch with prospective employers through student placement offices on university campuses.

The Ontario Government will hire about 6,400 students for the summer and another 1,500 jobs will be made available by government boards and commissions. The federal Government is hiring at least 2,000 university students for summer work this year.

## Sylvia Gelber appointed as ILO consultant

Miss Sylvia M. Gelber, Director of the Women's Bureau of the Department, has been appointed to the International Labour Organization's panel of consultants on the problems of women workers. The panel was set up to advise on the specific problems of women workers and on the programs needed to meet such problems.

The primary functions of this panel are to keep the International Labour Office informed of major developments relating to women workers, to provide information to the Office on basic trends in the field, and to be at the disposal of the Office to reply to specific questions. Members of the panel are also expected to provide the Office with relevant information on their own initiative.

Members of the panel are chosen for the outstanding position they hold in the functions they perform in the field of women workers, and their appointment is valid only for as long as they continue to fulfil this role. Miss Gelber joined the Department last October (L. G., Nov. 1968, p. 640) after 18 years with the Department of National Health and Welfare. Her career includes extensive experience in labour relations, social work, social research and administrative





Photo by Inn Studios Ltd., Toronto

## George Burt Honoured at Testimonial Banquet

The George Burt Testimonial Banquet was held in Toronto on March 24 for the man who served as Canadian Regional Director of the United Automobile Workers of America for a quarter of a century. Mr. Burt was one of the original members of UAW Local 222 and its first secretary-treasurer. He was then elected the Canadian Director of the UAW at its Cleveland convention in 1939, a post he held until his retirement in May 1968.

He was elected a vice-president of the Ontario Federation of Labour in 1946, and served as president from 1951 to 1953. He was elected a regional vice-president of the merged Canadian Labour Congress in 1956, and later became general vice-president and at a western hemispheric conference of the International Confederation of Free Trade Unions in Brazil, he represented the CLC and acted as chairman. The testimonial banquet was sponsored by the Ontario Histadrut Trade Union Council. Proceeds were to go toward the building of a regional medical centre near Tel Aviv, Israel.

Head table guests (picture above): left to right, David B. Archer, President, Ontario Federation of Labour, and chairman of the banquet arrangements committee; guest speaker Emil Mazey, UAW International Secretary-Treasurer; George Burt, chairman, Co-operative Dwellings Association of Windsor; Premier John

Robarts of Ontario; Dennis McDermott, UAW Canadian Director and banquet chairman. Standing, left to right, Donald MacDonald, President, Canadian Labour Congress; Robert Nixon, leader of the Ontario Liberal Party; Toronto's Mayor William Dennison; Donald C. MacDonald, leader of the Ontario New Democratic Party; Max Federman, chairman, Canadian Trade Union Council for Histadrut.

### COMING EVENTS

*June 16-18* — New Brunswick Federation of Labour, Lord Beaverbrook Hotel, Fredericton, N.B.

*June 18-19* — Canadian Industrial Relations Research Institute meeting at the University of Montreal. The sixth annual meeting of the Institute will consist of workshops and discussions. More information is available from the University's Département des Relations Industrielles, Case postale 6128, Montréal 3.

*June 22-28* — International Association of Personnel in Employment Security Convention, Columbus, Ohio.

## Children's Day Care Centre Set Up by U.S. Department

A centre for the day care of children whose parents are employed in the Washington offices of the U.S. Department of Labor has been developed with the help of a former director of the U.S. Women's Bureau, Mrs. Esther Peterson, Assistant Secretary of Labor for Wage and Labor Standards.

The centre, designed to serve as a model to show that day care can and should be provided for children of their employees, is housed in a Washington government building. The first to be established by a federal agency, the centre can accommodate 60 children, but only 30 will be enrolled initially.

The director of the centre is a former Headstart teacher with a supporting staff of two full-time teachers and several aides. A social worker and psychiatrist are also on the staff.

Hours are from 7:45 a.m. to 5:45 p.m. and a hot lunch is served daily. Fees are based on total annual family income, ranging from \$1 a week for families with an income of less than \$4,000, to \$25 a week where family income exceeds \$15,000. Additional cost of the centre's operation is defrayed by a grant of \$60,000 under the Manpower Development and Training Act.



## Construction safety : "we worry"

The most sophisticated and stringent construction safety rules in the world are next to useless unless there are competent, well-organized safety inspectors able to act efficiently and quickly in the application of effective enforcement devices. This was the opinion expressed in a brief presented in January by a joint committee representing major union organizations and the Construction Safety Association of Ontario, to the Labour Safety Council, a union-management advisory body appointed under the Ontario Department of Labour Act.

"Even in municipalities where construction safety inspection is of a respectable calibre," the brief states, "inspectors are often hindered in their efforts to prevent accidents by cumbersome enforcement devices that make the judicial prevention or prosecution of violations difficult, if not impossible."

There were also deficiencies in the construction safety rules themselves, the brief said. Some of the recommendations suggested were:

- that the Ontario Department of Labour take definite steps towards adoption of nation-wide standards for construction equipment;
- that a constructor be required to assume primary responsibility for safety equipment and compliance with regulations;
- that constructors be required to keep drawings of a project and make them available for scrutiny by construction safety inspectors, and that any charges or revisions be signed by a professional engineer;
- that the maximum allowable penalty for violating the Construction Safety Act be increased from \$1000 to \$3000 for an individual, and from \$5,000 to \$10,000 for a corporation;
- that minimum fines of \$300 for an individual and \$1000 for a corporation be established for repeated offences;
- that the appointment and regulation of safety inspectors under the Act be assumed by the Ontario Department of Labour;
- that the minimum qualifications for construction safety inspectors be raised;
- that new legislation be enacted to provide for methods of controlling new or established contractors who refuse to adopt adequate accident control policies;
- that the constructor, before starting a project, be required to point out potential hazards to the workmen in a language they understand;
- that employees be given the right, through specific legislation, to refuse to work under unsafe conditions;

- that new detailed provisions covering various aspects of safety be included in the Construction Safety Act and the Trench Excavators' Protection Act, and
- that regulatory provisions relating to qualifications of trench inspectors be amended in order to place all inspection under one controlling agency in the Ontario Department of Labour.

## New superannuation plan unveiled in Britain

The British Government has published a White Paper outlining a new superannuation scheme. The plan, expected to be in operation by April 1972, will mean that most people will have to pay higher national insurance contributions. The new pensions will not be paid to those who become pensioners before the scheme begins.

The country's lowest-paid workers will get more than 60 per cent of their earnings on retirement, but the higher paid workers will receive less than half. Secretary of State for Social Services, Richard Crossman said that the element of redistribution is essential to the scheme.

Under the new pension plan, the flat-rate contribution will go. Instead, there will be straight percentage deductions from earnings up to a limit of £1,700 (\$4,080) a year, £33 (\$79.20) a week. Beyond that figure, there would be no further contribution to the state scheme. The proposed plan provides for periodic reviews of the plan to offset rising prices and beyond that, as national income rises, pensioners and other beneficiaries will receive bonuses from the state contribution.

At the start, both employees and employers will pay 6¾ per cent into two separate funds and the Government will continue to contribute at the rate of about 18 per cent of the combined national insurance contributions of insured persons and employers.

## Ingenious way found for higher salary scale

The fight for equal pay for equal work continues. In the Republic of South Africa, the Public Service Commission has a higher pay scale for males than for females, but one woman clerk working in Pretoria found an ingenious way of getting the higher salary scale. After undergoing a series of sex-change operations, switching the person from Sylvia to Andre Strydom, aged 41, he has been medically certified as a male, and is now eligible for pay at the higher rate.

## New York longshoremen end 56-day strike

The 56-day New York dock strike ended February 15. The settlement, setting a pattern for the industry, calls for an hourly wage-benefit package increase of \$1.60, raising the top-scale, hourly rate to \$4.60 after three years.

The New York longshoremen reached an agreement but intended to wait for a settlement in all east and gulf-coast ports before voting on the agreement. A court order forced a vote and the contract was approved. Under the agreement, every longshoreman in the New York area will be guaranteed 2,080 hours of work a year — a 40-hour-week. The union also won the right to unload and reload every prepackaged container shipped within 50 miles of New York.

The New York settlement was followed by agreements in New Orleans, La., Miami, Fla., Port Everglades, Fla., Hampton Roads, Va. and Baltimore, Md. This left Boston, Mass. and Galveston, Tex. without agreements. Shippers in Boston refused to go along with similar terms to the New York settlement as they said it would increase operating costs by 50 per cent and might bankrupt the port.

## Employers groups unite to form one association

A way of bringing stability to industry, tried successfully in Europe, is being introduced in Quebec. It's an employers organization called the *Conseil du Patronat du Québec* (Quebec Management Council), a federation of management associations.

In Sweden, the powerful employers organization and the labour federation provide a balance and establish norms of economic expansion, general wage level and fringe benefit standards. In France, Germany and The Netherlands, employers groups also play a big role in bargaining with labour.

The idea behind the council is to unite hundreds of management associations in the province and provide a single voice to speak for them. But each member association will still keep its autonomy in the fields that are specifically its own, while the Council will speak on broader subjects rather than individual issues.

Priority will be given to labour affairs but Council President Charles Perrault, President of Casavant Frères Ltée, St. Hyacinthe, says that the council will not negotiate on behalf of its member associations in labour agreements.



# 50 Years Ago

In the Labour Gazette, June 1919

THE MOST serious dispute in the industrial history of Canada happened in Winnipeg in June, following a strike of the metal and building trades, the LABOUR GAZETTE reported in June 1919. Before it ended, sympathetic strikes involving 5,000 workers raged through several western cities and threatened to erupt at Vancouver and other points in British Columbia.

Difficulties began when workers in the metal trades walked off the job on May 1 after lengthy negotiations in which they demanded various wage increases and a 44-hour week. The Winnipeg Trades and Labour Council issued a notice on May 7 setting out the demands of the metal trades and enforcing the demands of the building trades. The council then took a vote on calling a general strike.

Strike votes were taken by the various unions affiliated with the council, and on May 15, about 27,000 employees — street railwaymen, elevator men, postal employees, delivery men, clerks, bookkeepers, stenographers, employees of department stores, railway employees, municipal employees and others — went on strike. The next day, telegraph operators, telephone operators and electrical workers joined them. Policemen and firemen wanted to join the strike too, but were asked by the strike committee to stay on their jobs. When the printers followed the mass exodus, Winnipeg's daily newspapers were forced to suspend publication.

Commenting on the strike, a North Winnipeg MP, Dr. F. R. Blake, said that the heart of labour was right, but that many of its leaders were wrong, and that labour was being misled in the West by revolutionary and socialistic elements that appeared to be in control. The Winnipeg strike, in his opinion, was less a strike than a revolution. The Government, according to Dr. Blake, should stamp out sedition and amend the criminal code to prevent civic, provincial and federal employees from striking. "There will never be a court whose decisions will please everyone," he said, "Yet there must be some tribunal to settle disputes [some tribunal] whose decisions when rendered are final. In this age and generation, there should not be found necessary to strike in order to strike out disputes."

\* \* \* \*

Canadians were questioning the high cost of living in 1919. In what appeared to be a forerunner of the Consumers' Association of Canada, Sir Thomas White, Minister of Finance, introduced a resolution for a special committee of the House of Commons to inquire into the cost of food, clothing, fuel and other necessities throughout Canada, and into the rates of profit made by dealers and others connected with their production, distribution and sale. The committee was asked also to investigate rents for houses in industrial centres, and the return on capital; it was empowered to send for persons, papers and records, to examine witnesses under oath, to engage accountants and other necessary assistants, and to report to the House with recommendations for reducing prices and rents.

The first international labour conference was to meet in Washington in October, and was expected to discuss unhealthy work, women's employment before and after childbirth, and the minimum age for employing children. It was to discuss also the application and extension of the international convention adopted at Berne in 1906 forbidding night work for women employed in industry, and the use of white phosphorous in the manufacture of matches.

\* \* \* \*

Technical education was being promoted in Canada with a government bill that passed its first reading in the House of Commons on June 5. The bill proposed an appropriation of \$10,000,000 to be expended in installments during a period of 10 years, beginning with \$700,000 the first year. Quarterly amounts were to be paid to several provincial governments, but a grant payable to any province in a year was not to exceed the amount expended by the provincial government on technical education for that year. Not more than 25 per cent of the annual grant could be used for getting land, erecting or improving buildings, or supplying furniture or equipment. And each province was expected to submit itemized annual reports to the Minister of Labour.

\* \* \* \*

Laws restricting child labour imposed hardship on families who counted on their children's contribution to the family income. Many child labour laws in the United States provided for exemption because of poverty, the LABOUR GAZETTE reported, and the argument against such laws was being answered in a very practical way through the establishment of mothers' pensions in Canada, the United States and other countries. Officials on both sides of the border were particularly concerned that many families were headed by a woman, owing to a husband's death, illness or incarceration in an insane asylum or penal institution.

The first legislative step toward mothers' pensions in Canada was taken in 1916 when the Manitoba legislature passed the Mothers' Allowances Act. Saskatchewan followed in 1917, and Alberta in April 1919. At the time of writing, similar legislation was being considered in Ontario, Nova Scotia and other provinces, the GAZETTE reported. A statement by the Manitoba Mothers' Allowances Commission, indicated that, at the end of May, 295 families were receiving the allowance. The average city allowance for each family had been increased to \$61, and the rural allowance to \$49.16. Since the Act came into force, 1,072 had benefited from it.

\* \* \* \*

And the first report of the British Columbia Minimum Wage Board stated that the majority of male workers in British Columbia industry were earning \$30 to \$35 a week. But in a review of 2,043 jobs held by women, it was reported that 73.8 per cent earned less than the minimum recommended by the Government. Working girls in the laundry business did not get more than \$10 a week, and many of them earned only \$7.50.



# The New Role of Women



Sylvia M. Gelber

THE role that woman has played in society has shifted and changed with the times along with shifts and changes in social and cultural values. In the wake of the rapid social change characteristic of the times in which we live, the role of woman is, inevitably, being affected. Revolutionary technological innovations and the advent of the computer have already had their effect on our methods of production; many of the more complex technical jobs can be carried out as capably now by women as by men. The advent of the "pill" has, for the first time in the history of civilization, freed woman from the unforeseen, unplanned pregnancy, which too often virtually enslaved her.

The new factor in the role of women is that, more than ever before in recorded history, woman is in the position of being able to make choices as to her future. In the society of the beginning to take shape at this time, she may fulfil herself and thereby enrich the environment in which she lives, by acquiring education and skills, by becoming a housewife and mother, by entering into a career, not only once but at least twice during the economically productive years of her life, or she may choose a combination of these roles. The new society may enable her to make her choice freely, having regard to her family situation, her own potential, and the welfare of the community in general.

Perhaps for the first time, society will neither disdain nor adore woman in her new role, but will accept her as the partner of man. This will entail some positive action on the part of woman herself. Politically, she must accept the responsibilities of citizenship to the full; this requires not only that she exercise the franchise which has been hers these fifty years, but also that she actively participate in the political life of the community. Obviously such participation will have to be geared to other responsibilities. But if woman continues to absolve herself from the law-making chambers of the various jurisdictions, then it may be anticipated that there will continue to be a dearth of legislation, which alone can fully assure her the partnership she seeks in human affairs.

---

This article is condensed from a speech by Sylvia M. Gelber, Director, Women's Bureau, Canada Department of Labour, presented as part of a symposium on *New Morality: Challenges to Old Values*, arranged under the auspices of the Jewish Family and Child Services. The symposium was held on January 23, 1969, in Toronto, Ont.

---

In the field of education, woman also must participate more fully in the opportunities that are opening so as to acquire higher levels of learning and broadening skills. The potential of woman has already been amply demonstrated by the scholastic records of the last few years. Only woman herself can ensure that her educational background is consistent with her educational potential.

In the field of employment, woman herself has a role to play although society as a whole must, in its own interest, ensure that women are properly and fully employed when they are in the labour force. The present readiness of women to accept



be classified at a level, considerably lower than those for which they are capable, cannot bring society nearer to the goal of full utilization of all potential skills.

The shift from agricultural to urban life, and the shift from manual to mechanical methods of household maintenance, has freed the housewife from much of the arduous, time-consuming drudgery of housework, giving her a liberty unattainable before now.

Woman's role in society today, however, is still shaped by the limit she places on the expectations of herself with regard to the outside world. Margaret Meade has pointed out that frequently in our culture, women fear success lest they lose their femininity; while, in the same culture, men fear failure lest they lose their masculinity!

It is difficult to foresee the long-term effects on our society of a whole of the revolutionary technological and scientific advances that mark the present age. The advent of progress in transition has changed and undoubtedly will continue to change almost all facets of the life into which this generation was born. It is not only that changes are taking place in our society but, characteristic of the time, is the speed with which these changes are taking place. Planned careers for a lifetime may be a thing of the past; and trends that show the speed with which skills become obsolescent are already well-defined. In the field of health and safety, as in other fields, science and technology including automation, have already made their marks.

It is within this context that the new role of woman must be viewed. For those women who maintain a household, it means a reduction in the hours previously devoted to household chores that, with the aid of modern household gadgetry, may now be completed in a minimum of time. The housewife of today—unlike the housewife of yesterday—while fulfilling her traditional role within her home, has extra hours available for her, which may be used for pursuit of her own choice—for learning, for recreation or for creative activities. Advanced telecommunications may make it possible for her to continue normal studies without stepping outside her home, if she should wish. In all circumstances, an extra measure may be added to her creativity as a human being.

The employed woman of today working in industry finds that heavy and complex jobs, which until now were beyond her physical capabilities, have been automated; the physical effort that once was associated with the particular occupation has been removed. As a result, the concept that there are jobs suitable for women and other job suitable for men is slowly giving way to the concept of jobs for the competent, regardless of sex. The key to jobs for women may now rest on their competence and ability.

To those born in this country during the last two or three decades, it is difficult to recall that many of the privileges of citizenship taken for granted now were won but a very short time ago in our land. For example, the right of a female citizen to vote in a provincial or federal election, dates only from the days during and following World War I. Legislation establishing these rights emanated initially from the provinces in the west, where pioneer women had stood shoulder to shoulder with their men folk, pushing back the frontiers. The first statutes were placed on the books in 1916 in Manitoba, followed by Saskatchewan and Alberta.

Are women "persons" within the meaning of the British North American Act, the basis of the Canadian constitution? The question may appear unbelievable today, but only forty years ago, this was a difficult problem requiring the consideration of the Supreme Court of Canada and the Judicial Committee of the Privy Council in London. It was not until 1928, that the matter was brought for clarification before

the Supreme Court, which decided that women indeed were not "persons" under the British North America Act. It was appealed the following year to the Judicial Committee of the Privy Council in London, which reversed the previous judgment and ruled that women were "persons!"

To young Canadians, it may come as a shock to learn that less than 25 years ago, a native-born Canadian woman who married a non-Canadian, although both may have been residing in Canada, and in spite of the fact that the woman may never have left the shores of her native land, lost her citizenship automatically by virtue of her marriage. The Indian woman on the reserve who marries a non-reserve Indian, similarly loses her reserve rights merely by virtue of marriage.

It should also be noted that to this day, marriage is a barrier to normal employment in the civil service in the provinces of Nova Scotia and Newfoundland.

The greatest change in the role of women during the last number of years has been in the work world outside the confines of the home. Women began to seek gainful employment in the days of the industrial revolution in the newly developing industries where conditions of work were harsh for all workers. In 1901, the percentage of the labour force made up of adult women was only 14 per cent; 60 years later it was almost 30 per cent. But while the participation of women has been steadily increasing, the pattern of participation has been changing, the change becoming radical during the decade of the fifties. From available statistical data—and there is not very much to be had in this respect—it is clear that women have developed what has been described as a "two-phase working life cycle." It is evident that women are marrying and starting their families at an earlier age than before; and the reproduction period is completed earlier. Available statistical data shows that married women work for some time after marriage, then leave the labour force, only to return to work in middle age.

There are some 2½ million women in the labour force at the present time; more than half of these are married. In the main, mothers of young children seek employment outside the home because they have to for economic reasons. It is clear that there is a direct relationship between the earnings of the husband, if there is a husband in the household, and the participation in the labour force of the mother with children. In this age of affluence, additional income must frequently be found over and above that brought home by the breadwinner, in order to provide those things now considered to be basic needs. In addition, there are thousands of families where the mother is the sole wage earner.

There is, of course, a second though less general reason for married women with children seeking outside employment. This applies, in the main, to women who, having higher educational background and requiring a greater sense of fulfilment, suffer a sense of frustration and uselessness when their activities are confined to home chores. Their participation in the economic life of the country adds not only to productivity but also to their own well-being. A possible or partial solution to the problem of the mother in low income families may be found in the development of part-time employment.

The history of protective legislation for women employed in industrial and in non-industrial undertakings dates back to the latter years of the last century. After World War I, there was a move into minimum wage legislation, but protective labour legislation concerning women was minimal.

In the international arena, the establishment of the International Labour Organization immediately after World War I resulted in the development of a considerable number of international Conventions setting out standards for such matters as maternity protection, hours of work, night work,



underground work, and safety. With the exception of British Columbia, which introduced a Maternity Protection Act in 1921, the provinces did not take legislative action nor endeavour to meet the standards set out in the International Conventions.

Since the end of World War II, there has also been some progress by governments in enacting legislation pertaining to women in employment, although in some instances the legislation has not been acted upon. For example, in Ontario under the Industrial Safety Act 1964, power is given to make regulations "respecting the employment of pregnant females in any factory or shop"; no regulations have been made up to this time. Nor have similar powers been used under an Alberta law passed in 1947. Considerable progress has been made, however, with regard to equal pay for equal work.

In July 1918, when women began to play an essential role in industries associated with war production, an order in council was passed by the federal Government, which included a directive "that women on work ordinarily performed by men should be allowed equal pay for equal work." This principle did not appear to survive beyond that period, however, and it was not until the days of World War II that the Government in 1942 passed another order in council directing the National War Labour Board as a matter of policy to pay basic wage rates "with respect to an occupation qualification—not with respect to particular individual employees in a classification."

After the war, however, this practice once more disappeared. An International Labour Convention was formulated in 1951, and most of the jurisdictions in Canada, both federal and provincial, have passed legislation designed to achieve this goal. In practice, however, the principle has not been implemented.

In 1964, Canada ratified an International Labour Convention which forbids discrimination in employment and occupation on the basis of race, colour, sex, religion, political opinion, national extraction or social origin. The Canadian legislation in this regard, however, with the exception of Quebec, excluded the prohibition of discrimination on the basis of sex.\*

The federal Government has implemented a policy of non-discrimination in so far as employees of the public service are concerned. The Minister of Labour recently indicated that it is the Government's intention to strengthen the law against discrimination and to review the provisions set out in the Fair Employment Practices Act. It must be emphasized, however, that discrimination is a matter of civil rights which, under the constitution, comes within the purview of the provincial Governments; federal legislation in this regard would cover only those employed in undertakings coming within the area of federal jurisdiction. In the absence of legislation on such matters as discrimination in employment, trade unions generally have endeavoured, through collective agreements, to ensure fair practices in employment.

The advent of legislation prohibiting discrimination on grounds of sex raises a problem concerning protective legislation for women: if justice is to prevail for all, then the same principle of equal responsibilities by the employer vis-à-vis his employee, whether man or woman, must also apply. The question then arises whether, because of protective legislation, the employment of a woman places an extra financial burden on the employer.

In so far as maternity benefits are concerned, these need not impose an additional burden if cash benefits and medical benefits associated with maternity leave are financed through public prepayment schemes. The question does arise, however, in connection with other protective legislation. Has the time

not arrived when such legislation should be made applicable to all workers—not just to women?

The history of women's participation in the field of higher education is also one of seeking opportunities that were denied to women on grounds of sex. Discrimination against women in education is still in the present decade a subject of concern internationally. In 1960, the UNESCO General Conference adopted a Convention and Recommendation against Discrimination in Education, the purpose of which is to promote equal educational opportunity and treatment.

On the basis of fairly limited data, it would seem that, in 1966-67, women made up more than one third of the graduates from Canadian universities at the BA level, and more than one fifth of the graduates at MA level. The figure drops considerably at the doctoral level, where less than ten per cent were women. These ratios, however, bear little relationship to those that apply to staff appointments. Although women make up a reasonable percentage of university graduates, only 13 per cent of full-time staff appointments, 2.8 per cent full-professor appointments, and 2.5 per cent of department heads were women.

But the real challenge in the field of education is the challenge to women themselves. Acceptance in society on the same basis as men will come only when women become fully competent and educationally equipped. Higher education at a higher level must be pursued, the record in this regard must be improved.

The role of women in the field of welfare has been a traditional one. In almost all periods, it was considered quite right and proper for women to carry out "good works"; in our day the woman volunteer continues to play an important role in a wide variety of welfare endeavours.

As the welfare field began to develop professionally, women led the way, and in fact have only been joined by professional men during the last few decades as the wage rates paid to professional social workers began to rise.

In spite of the predominance of women in the welfare field, it is not surprising to note the comment in a recent study conducted by Prof. Stanislaw Judek (L.G., Oct. 1968, p. 630) related to women in the federal public service. He suggests that the absence of women as welfare officers in the public service may or may not be related to the scarcity of women with the requisite training. The writer suggests that, in some cases a career pattern involving movement between head office and field offices may be a restraining factor. In all circumstances, there is a notable absence of women in the senior ranks of the public service, especially in the welfare field, where women have excelled for so long.

There is, however, a new role being played at this time by women in the welfare field, particularly in the United States. This role is associated with the emergence of a new movement growing out of the ranks of the recipients of welfare, and is centered in the Welfare Recipients League, a protest movement against the methods through which assistance is made available. Canadian social workers should review certain existing procedures in welfare assistance that are no longer socially acceptable in order to avoid a similar development in this country.

Creative programs for women in receipt of welfare assistance would be greatly facilitated by the establishment of day care facilities for young children. The participation of governments in programs to provide such facilities was successfully demonstrated during World War II. Through emergency wartime legislation, the federal Government initiated a program in co-operation with the provinces, which, of course, lapsed at the end of the war. The pattern established then, however, is one that may be worthy of review, having regard to peacetime conditions and to limitations prescribed by jurisdictional considerations.

*Continued on page 322*

\* The British Columbia Legislature subsequently passed the B.C. Human Rights Act in April 1969, which prohibited sex discrimination.



# Tax Reform

THE CONFEDERATION of National Trade Unions, in submitting its annual memorandum to the federal Cabinet last February 18, explained its policy on taxation. In presenting the brief, Marcel Pepin, President of the CNTU, described the Confederation's policy as being both selective and normative. It was based on objectives of the trade union movement and the impact of federal taxation policy on workmen and wage earners.

The CNTU policy on federal taxation called for vertical equity of the fiscal system to assure an "annual vital minimum net income for all taxpayers" and horizontal equity to provide equal taxation treatment for taxpayers of equal economic strength. The Confederation stressed that the Canadian fiscal system "should aim first at vertical equity if it seeks to effectively assess the taxpayer in accordance with ability to pay." The CNTU brief further stated that the basic tax exemption for all citizens should be equal to the vital minimum income, as part of an antipoverty policy. The brief in addition supported the recommendation of the (Carter) Royal Commission on Taxation to broaden the taxation basis, but added that a minimum of irreducible expenses should be set.

The brief stated, "In the short term, the CNTU believes that the basic exemption should be increased to \$2,000 for single persons and to \$5,000 for married persons, plus the regular exemptions or tax credits for dependents, in order to guarantee a vital minimum for all taxpayers. The CNTU would even endorse a slight acceleration of assessment rates on the earnings of individuals in the higher income brackets so that the state could recover the receipts abandoned by raising the basic exemptions. There should be a periodic revision of the basic exemption by tax authorities to take into account the effects of changing Canadian living standards on vital minimum income."

The CNTU called for a very progressive tax system and supported the Carter Commission proposals aimed at making the Canadian tax system relatively less regressive, by reducing the federal tax on manufactured goods to 7 per cent from 11 per cent to make it a retail sales tax, and so reduce the volume of indirect taxation. In addition, the CNTU reiterated the necessity to heavily tax capital gain.

The Confederation attacked the 2-per-cent social development tax implemented by the federal Government in the fall budget speech, which has a \$210 ceiling. "It strikes us as being most discriminatory because it hits especially at the wage earners," the CNTU said. The Confederation instead called for a removal of the social development tax ceiling to make it a progressive tax.

The brief criticized the Government's withdrawal of the winter works program. "The CNTU condemns this measure all the more because the federal Government offered no alternative program."

Turning to broader economic problems, the brief expressed particular concern for the lack of government curbs to halt rising inflation rates on the one hand and rising unemployment rates on the other. The inflation rate increased by 4 per cent during 1968, well beyond the 2.5 per cent margin established by the Economic Council of Canada, which has its main impact on the 40 per cent of the population comprising the poor people. "It compels the trade unions to exert mighty pressure during collective bargaining—pressure that all too frequently proves futile," the brief noted, and this problem is an even greater burden on non-organized workers who cannot exert such pressure.

The brief pointed out that rising unemployment was sharply felt in Quebec, with 189,000 unemployed workers, or 8.5 per cent of the province's labour force — a level of unemployment greater even than that of the Atlantic provinces.

The CNTU called for establishment of a price arbitration system under which producers would be required to justify price increases. "It is not a question of preventing producers from making price increases but only of forcing them to justify their decisions in public before putting them into application. "This method, we believe, would have happy repercussions on price stability."

The brief drew particular attention to the textile industry, which is undergoing a rapid drop in employment. It endorsed the demands of the management-union committee of the industry, on which the CNTU is represented, especially a reduction of Canada's textile imports to stop dropping employment in the industry, formation of a tripartite committee for planning of textile production, and planning of an effective manpower policy for this industry.

Other subjects for consideration proposed in the memorandum included:

- the proposed site of the new international airport in Quebec to be situated in the relatively underdeveloped regions southeast of Montreal;
- the minimum hourly wage stipulated in the Canada Labour (Standards) Code to be raised to \$2;
- an inquiry to be called to examine the situation of Canada's shipyards to meet the demands of workers in the industry, "which could lead in the long run to stable employment through the adoption of a real Canadian maritime policy;"
- an increase in Canada's aid to developing countries to be increased to \$700 million, or at least 1 per cent of the Gross National Product; and
- a review to be made of Canada's international relations "to work toward a durable peace in the world."

The CNTU brief asked the Government to extend the program of assistance to workers adversely affected by interna-

*Continued on page 322*



# The CBC Labour Dispute

THE PERSONAL intervention of Labour Minister Mackasey achieved a settlement in the contract dispute between the Association of Radio and Television Employees of Canada and the Canadian Broadcasting Corporation.

The ground work for the settlement, which affected some 2,200 announcers, clerks, sales personnel, stenographers and other classifications, was laid by federal mediators J. S. Gunn and C. E. Poirier in around-the-clock negotiating sessions.

Earlier, T. B. McRae, Chief Conciliation Officer, Ontario Region, had assisted in conciliation measures. When Mr. McRae was unable to settle the dispute, the Minister appointed a conciliation board. The parties' nominees to the board, Gordon Harrison (union) and Marc Lapointe (corporation), selected Prof. Harry Arthurs of Osgoode Law School, as chairman. He was appointed by the Minister on December 4, 1968.

Hearings of the Board were held throughout the months of January and February and the report was received by the Minister on March 4. The report was signed by the chairman on behalf of the other board members. No recommendations were made on the main issue of a wage increase. The board said, "... the time has now arrived, as we believe, for the parties to bargain in earnest and under pressure. Our recommendations in reference to the non-monetary issues should provide the basis for a settlement." A case had been made, in the board's opinion, "... for (at least) the amount indicated by the guidelines plus an additional 'catch up' adjustment."

Negotiations were resumed by the parties on March 9 but were broken off when no progress was made. The union commenced a strike vote and announced on March 14 that the result showed the union members were in favour of strike action. But no strike date was set and further talks between the parties on March 16 again resulted in an impasse.

On March 17, the Minister appointed J. S. Gunn and C. E. Poirier of the Department's Conciliation and Arbitration Branch, as mediators to assist the parties. The mediators entered the dispute immediately and intensive discussions were generated in separate and joint meetings with the negotiating committees of the corporation and the union. The talks centred mainly on the wage issue and every avenue of settlement was explored by the mediators in meetings which continued until the early hours of the morning.

About 10.00 p.m. on March 19, Mr. Mackasey intervened in the negotiations and after being briefed by the mediators, he made exhaustive efforts to find a compromise solution

acceptable to both sides. About 2.30 a.m. the next morning agreement was reached and a memorandum of settlement was signed at 6.00 a.m.

The terms of settlement provided, among other things, a wage increase of 10 per cent retroactive to April 1, 1968, and a further increase of 7 per cent effective April 1, 1969. The increase includes a "catch up" feature as recommended by Prof. Arthurs. The new agreement is for a period of 2 years from April 1, 1968.

With the settlement of this dispute, all contracts are now concluded between the CBC and those unions whose negotiations are subject to the provisions of the Industrial Relations and Disputes Investigation Act.

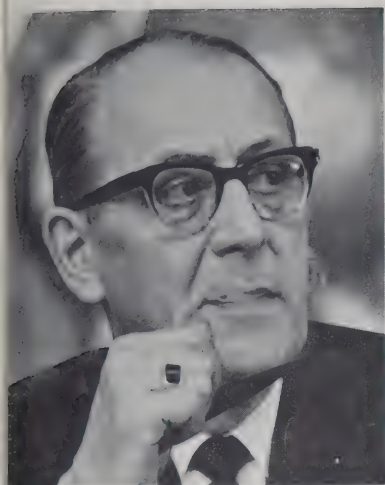
Prior to the settlement of the dispute reported above, settlements were reached in three other contract disputes affecting the CBC and unions.

The Canadian Wire Service Guild's dispute was before a conciliation board, which did not formally meet. A settlement was reached by the parties themselves in direct negotiations, which affected about 150 news service employees. The wage increase gained was 7 per cent and 6 per cent in a two-year agreement.

Some 45 TV watchmen in Montreal represented by the National Association of Broadcast Employees and Technicians ratified a memorandum of settlement signed between the union and the CBC in January. A conciliation board under the chairmanship of Judge Walter Little of Parry Sound, Ont., had previously dealt with the dispute. The final settlement provided, among other things, increases of 7 per cent and 6 per cent over two years.

A conciliation officer, J. S. Gunn of Ottawa, brought about a settlement in the dispute between the CBC and the Building Service Employees' International Union. About 100 employees were involved in the settlement, which provided wage increases similar to those outlined above.

A memorandum of agreement was signed on January 16, 1969, between the Canadian Broadcasting Corporation and the Canadian Union of Public Employees. The agreement, which was later ratified, was brought about by C. E. Poirier of Montreal, acting as conciliation officer in the dispute. Mr. Poirier conducted around-the-clock conciliation and secured an agreement between the parties after strenuous sessions lasting until the early hours of the morning. The settlement terms provide for a two-year agreement from January 1, 1968, and a total wage increase of about 14 per cent. About 1,800 production workers were affected.



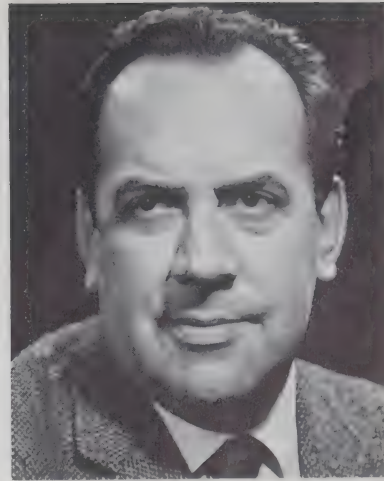
*Photo by Murray Mosher*

Donald MacDonald



*Photo by Murray MacGowan*

Hon. Bryce Mackasey



*Federal Photos*

Marcel Pepin

## Reaction to the Woods Report

THE REPORT of the Prime Minister's Task Force on Labour Relations, tabled in the House of Commons on March 26 (L. G., May, p. 269), drew immediate response from labour and management leaders. They found both good and bad features in the report. The initial reaction of the Canadian Labour Congress was a mixed bag. "We are neither completely in support nor completely against the proposals," CLC President Donald MacDonald said. "We are naturally pleased at the emphasis the task force places on the role of trade unions and collective bargaining in our society. We also welcome the clear-cut position that has been taken in rejecting compulsory arbitration. The task force clearly opts for a system of voluntarism in collective bargaining."

But Mr. MacDonald was deeply concerned about suggestions for greater intervention of government into the operation of trade unions. He opposed government interference in the internal affairs of workers' organizations. "In a number of respects, the report shows a failure to grasp the realities and practicalities of the situation. This probably reflects the absence from the task force of individuals who have a practical day-to-day experience with these problems. To cite a simple example, if governments are to determine the dues the members of a trade union are to pay, rather than the members

themselves, then with the federal and ten provincial governments, there might be eleven different dues rates," the leader of the 1.6 million-member Congress said.

Mr. MacDonald reacted sharply to the proposal to replace the present Canada Labour Relations Board with a new body, composed entirely of individuals without labour or management connections. The CLC leader, who is a member of the CLRB, stated that the present board has been in existence for 20 years and has an outstanding record of success. He attributed its successes to the representative nature of the board's composition, which has always existed, and which has been a major factor in gaining the confidence of the contending parties that have appeared before it. A public board would not enjoy the confidence of labour and management in the same way as the present board, he said. He believes that the change would be detrimental to industrial relations.

Mr. MacDonald also had reservations on the proposal for the establishment of a Public Interest Disputes Commission. "We share the concern felt with regard to disputes affecting the public interest; but experience has surely demonstrated the fact that vigorous mediation can be effective in settling these disputes. Under these circumstances, it is difficult to



understand the suggestion that such a commission should be empowered to introduce compulsory arbitration. It would seem that the commission might be just one more of the rapidly growing number of public commissions of various types." He added that such a commission would bring compulsory arbitration in through the back door, despite the underlying philosophy of the task force in opposition to compulsory arbitration.

On union-controlled hiring halls, he said that there has been no abuse of the system except in the past in the Seafarers International Union of Canada, where the Congress was instrumental in bringing about government trusteeship. Mr. MacDonald added that the Canada Manpower Centres are not equipped to cope with the problem of placement in the fields where union-run hiring halls exist. The prime areas are in the construction industry, the maritime industry and the needle trades. He said that there has been no complaint about hiring halls from either workers or management.

Some labour leaders said that the suggested new approaches in bargaining were workable. They particularly liked a proposal to maintain the right to strike even if public interests are threatened. William Mahoney, Canadian National Director of the United Steelworkers of America, found the approach realistic because it puts the onus on both sides to bargain seriously. "When both sides know that compulsory arbitration will be used to stop a strike from occurring, it destroys collective bargaining," he said.

Marcel Pepin, President of the Confederation of National Trade Unions called the task force report "a lot of theory, little practical sense, and a great fear of the quickening social evolution of our times." For him, the restrictive measures imposed on unions were unacceptable, but he thought that the report contained a certain number of recommendations that were more acceptable to the trade union movement. He noted, for example, that the report extended the right to unionize more sectors of the salaried class and offered better means of defence against layoffs caused by industrial conversions.

The report, he said, contains much about the freedom and rights that unions enjoy — but it remains strangely silent on the freedoms and rights that are enjoyed by industrial and commercial enterprises. There is also much about the abuses of these same rights and freedoms, but here again, he observed, there are no remarks about abuses in enterprise. "The report suggests government controls on unions," he continued. "It declares that unions are no longer private associations but semi-public organizations which, presumably because of this, must fall under state surveillance. The report is disappointing insofar as it neglects, for all practical purposes, to examine in depth the notion of enterprise. This is a fundamental question. If there have been social conflicts in the past, and if there are undoubtedly going to be more, permanent solutions will not be reached only by the creation of new mechanisms or commissions or by other paraphernalia of this sort."

The Canadian Construction Association expressed approval for many of the recommendations. Mark Stein, President of the CCA, found that many of them are in line with the recommendations arising from the association's Canadian Inquiry on Construction Labour Relations (L. G., April 1968, p. 205) and other submissions made by construction employers associations to various governments. Mr. Stein favours the suggestion dealing with the accreditation of employer associations for collective bargaining purposes, because it indicates recognition of the collective bargaining pattern developed in the construction industry. "It would go a long way toward

re-establishing a balance of power between management and labour unions," he said. Jurisdictional dispute settlement machinery as proposed in the report is needed, he believes, to give statutory support to voluntary settlement machinery.

The CCA approves of the encouragement of multi-trade and multi-party collective bargaining. As Mr. Stein puts it "One of the greatest problems in the construction industry which prevents rational labour relations, is the fragmentation of organizations for both management and labour and the resulting lack of co-ordination in collective bargaining, collective agreement administration and in labour relations practices."

Mr. Stein agrees with the task force suggestion that the Canada Manpower Centres should operate union-controlled hiring halls, and that unreasonable union initiation fees should be subjected to review by a Public Review Board or the CLRBB. The implementation of these recommendations would take the exclusive control of the supply of tradesmen away from one party and would protect the individual's right to seek and to obtain employment without fear of encountering discrimination, the association president commented.

The Canadian Manufacturers' Association, in a statement issued by W. H. Wightman, Manager of its National Industrial Relations Department, said it had hoped that the task force "might have faced up to the responsibility of affirming unequivocally that there can be no room for strikes in the public services." Mr. Wightman said that the association is "as strongly as ever of the opinion that the government erred in granting the right to strike to federal public service employees." He said that the report should have found a means to correct "the present imbalance of power so heavily weighted in favour of the unions."

Mr. Wightman found it gratifying that the task force concerned itself with the rights of individual workers. "Also on the plus side are a number of recommendations such as accreditation of employer associations, which should prove helpful in the construction industry, as would the recommendation concerning the operation of hiring halls through Canada Manpower Centres and the extension of the decree system, as in the Province of Quebec." He also said that the CMA strongly endorses recommendations aimed at resolving jurisdictional disputes through the industrial relations board when both parties cannot settle the question.

Federal Labour Minister Hon. Bryce Mackasey, in a press conference following the tabling of the task force report in the Commons, said that some of the recommendations of the report are valid and should be reflected in new labour legislation. He added, however, that there will not be any labour bills in the current session of Parliament, which will end in early summer.

Mr. Mackasey said that he and his officials want to weigh recommendations already developed for changes in labour legislation in the light of the task force report. Legislation incorporating some of the recommendations would not be ready for about a year, he said. The Labour Department's review of labour policy has already developed proposals for changes in 13 pieces of legislation under its jurisdiction, and is now considering the task force recommendations. The Labour Minister said he expected the review to be completed by September. Probably in late fall of this year, there will be a federal-provincial conference of labour ministers and their deputies to discuss the report. One aim of this conference will be to produce uniformity in labour legislation in the eleven jurisdictions. In the last six or seven months, the country has avoided major strikes in several areas. "There must be some



hing right in the legislation," Mr. Mackasey said. He did not wish, however, to suggest that it could not be improved.

## Reaction by the Press

The reaction of the press to the report of the task force on labour relations was varied. The most interest in the task force report was reflected in the Ontario newspapers. They compared its findings with the report of the late Mr. Justice Ivan C. Rand (L. G., Dec. 1968, p. 686), which contained recommendations on similar topics. Coverage was less complete in some of the western papers, and in the Atlantic papers was virtually non-existent. Press commentary on the report is summarized in the excerpts of editorials below:

The beginnings of a start toward curbing strikes against the public interest can be seen in the Woods report. Its recommendations aren't perfect, nor do they pretend to be, but they do represent progress. For this relief, if it can be realized, much thanks . . .

All of this carries the tone of orderly competence into an area not sadly lacking it. Under present practice, when matters reach a critical stage, cabinet ministers start to knock heads together in hotel rooms and to bludgeon reluctant parties into non-economic political settlements with the threat of imposing peace by act of Parliament. No government will willingly take such a step. It is never used until the damage done to society as a whole can be borne no longer. It is an ad hoc solution which a government can justify to organized labour as the answer to a national emergency. . . . — *Vancouver Sun*

While there are serious shortcomings in the Woods report on labour disputes, the underlying philosophy is sound . . .

The report fails most seriously, perhaps, in its recommendation of a Public Interest Disputes Commission, to advise management, labour and government on procedures to be followed to settle disputes in which the public good is concerned. This, it could be argued, includes virtually every potential strike situation which comes under federal jurisdiction . . .

The success of the Labour Department in recent strike situations, especially through the intervention or threats of intervention by the Minister, Mr. Mackasey, would indicate that such a suggestion might not be well-received by the present federal Government. — *Regina Leader Post*

The Woods report does not recognize that masses of picketers can represent a threat to order, or a force for intimidation, and feels that burbs on this type of demonstration should come only after the law has been broken . . .

The federal Government has indicated it will move slowly on the Woods report. It should. It should tread slowly and warily and examine very carefully the inequities of the present labour-management situation before any Woods report recommendations are put into effect. Unfortunately, at first glance some of the Woods report cures appear to be worse than the maladies they have been shaped to correct. — *Sault Ste. Marie Star*

The Woods report on Canadian industrial relations . . . could be called a blueprint for survival of private enterprise in what many believe is a rapidly growing socialistic system.

. . . Most of this isn't new. We've recognized the problem for some considerable time. Now to solve it is probably the biggest headache facing the nation today. The Woods report

apparently fails to come to grips with the real issue: how to halt the spiral. It makes a token gesture toward a solution by urging the creation of a three-member public interest disputes commission that would report directly to the Prime Minister after determining special procedures for resolving disputes in industries under federal jurisdiction where public interest is likely to be jeopardized . . . Our main criticism with the report is that after two and a half years, Dean Woods, and three others from the university facilities in Ontario and Quebec, have laboured mightily only to produce a mouse. — *Sarnia Observer*

Looking at the report positively first, we can see potential advantages in the proposal to abolish the present Canada Labour Relations Board, composed of union and employer representatives with a neutral chairman, and replace it with a full-time board representing only the public . . . This might occasionally result in bigger strikes than the fragmented bargaining which is common now; but intelligently applied, it should reduce the number of strikes and lead to more uniform wages, benefits and working conditions for people doing similar work . . .

When it comes to "potential emergency disputes," the task force offers neither fresh criteria for judgment nor credible remedies, perhaps because of its deep reluctance to interfere with *anybody's* right to strike . . . Instead of defending the right of public service employees to strike, the task force would have done better to try to devise guarantees of wages and working conditions to make such strikes unnecessary . . . — *Toronto Star*

It was an academic task force which looked into labour-management relations for the federal Government, and the force's report shows it. The authors are not always in touch with real life.

This is nowhere more apparent than in the force's view of mass picketing. The force frowns on mass picketing and recognized that it may often be used to obstruct, intimidate and precipitate violence. Yet it would leave mass picketing to the Criminal Code and civil law, as enforced through the courts. The late Ivan C. Rand, former Supreme Court of Canada justice, was more down to earth. He was asked to examine labour-management problems in Ontario largely because these very laws and courts (which he knew well) had proved incapable of handling large groups of angry pickets, and because their failure to do so had produced gross examples of intimidation and violence and brought the courts into contempt. He recommended, wisely, that mass picketing be abolished . . .

The task force has a rather sadistic view of what the Canadian public should endure before work stoppages are ended. It plainly feels that strikes and lockouts are respectable on the Canadian scene, even when they do much damage to the public. — *Globe and Mail*

One of the task force's most damnable considerations regards picketing. The force in effect condemns picketing that encourages violence, defamation, trespass, nuisance and other forms of intimidation but it does not so specifically propose a ban on mass picketing in which all of these offences usually occur. It believes instead and with astounding benignity that the Criminal Code is an effective deterrent to the abuses of mass picketing. In other words, it can be effectively controlled by the presence of police and the threat of court action. What magnificent naivete! — *Peterborough Examiner*

If the Woods committee argues for the value of strike action as a cathartic and catalytic agent in extreme cases, it also would bring reason more into play in industrial relations



by strengthening communication links between labour and management and loosening the straitjacket of present laws.

After several years of extreme turbulence in crucial service areas of the economy, the task force proposal of a Public Interest Disputes Commission is a major breakthrough.

This body would be required to move into key industries where trouble is brewing and attempt to clear a path to agreement through the resourceful use of procedural and fact-finding tools. But the strike and its potential for catharsis would not automatically be ruled out . . . — *Ottawa Citizen*

The Woods report would do away with many cumbersome "rules of the game" now existent, but on the other hand would involve the public more consistently, through government and public boards, in the continuing process of labour relations. Providing for less rigid regulations, it would help eliminate some of the ritualistic features of the present system. At the same time, by making the public into an active partner in labour relations, rather than an impotent onlooker, it would sanction real changes in the fabric of a society that has ceased to be a jangle of competing interests.

Some of the machinery proposed in the report warrants serious debate. It would seem, for instance, that too much faith is invested in public boards, composed of "independent" members. Can the government not, through its present

executive, legislative, and administrative instruments, effectively represent the public? Is it necessary to create new authorities over which the people will have little control? — *Montreal Star*

A recurring theme in the first round of criticism is the charge that the report is the brain child of academics who have little real appreciation of realities in labour relations. This is hogwash. All of the members of the task force have extensive theoretical and practical knowledge of the industrial scene. In fact, at times the report appears to be too strictly imprisoned in past experience and existing structures. Practitioners were consulted all along on the development of recommendations. Labour and management had better find a more appropriate angle for their attacks . . . — *Montreal Star*

The last word went to Prof. John Crispo, Director of the University of Toronto's Centre for Industrial Relations, who was a member of the task force. He told the Rotary Club of Toronto that editorial writers and some management spokesmen believe there are easy answers to disputes, but that those who advocate compulsory arbitration do not know what collective bargaining is all about. Compulsory arbitration may have to be used on an *ad hoc* basis when all else breaks down. "But," he asked, "where do you get the people to play God?"

## CNTU Brief

*Continued from page 317*

tional trade agreements to workers displaced by the application of the Kennedy Round agreements. To reduce the impact on Canadian industries, the CNTU called for joint union-management studies and adequate dispositions to help the workers affected.

Housing and the Hellyer report came under fire (L.G., April, p. 220). The CNTU criticized the high interest rates on mortgage loans of the Central Mortgage and Housing Corporation. The Hellyer report contained "no proposals for solving the housing problems of the economically weak and even of citizens of average income," the brief said.

The CNTU criticized the new postal rates imposed by the Post Office Department effective April 1. The increase in postage represented a huge increase of delivery costs of union newspapers and represented restrictions on organizations wishing to inform their members of activities. The CNTU called the postal rate increase "excessive."

## Government's Reply

In his reply to the brief submitted by the Confederation of National Trade Unions, Prime Minister Trudeau pointed to apparent inconsistencies, such as the CNTU's blaming the Government for budgeting too little, spending too much, and at the same time suggesting a more liberal basic income tax exemption. Concerning its criticisms of the Government's social policy, the Prime Minister said that he was pleased with legislation already passed on hospitalization, economic substructure and housing loans.

Minister of Labour Bryce Mackasey stated that the challenge of technological change necessitated adequate legislation to secure the protection of workers. He assured the CNTU that all worker organizations would be equitably represented in Canadian delegations to the International Labour Organization meetings.

Finance Minister Edgar Benson said it would be difficult to pass the income tax reforms advocated by the CNTU. Concerning the Carter Report, the Minister expressed his intention

of submitting during the summer a White Paper on taxation in Canada.

Minister of Regional Economic Development Jean Marchand declared his agreement with the CNTU's claim that the problem of regional disparities in Canada was "extremely important." He said, however, that he was optimistic about his newly created Department and hoped that the efforts made to correct these regional disparities would be successful.

In reply to the CNTU's criticism of the increase in postal rates, Postmaster General Eric Kierans pointed out that he had to reduce his department's deficit, and that there was "no valid reason to justify payment by the taxpayers of subsidies for those using our services."

As for the ending of the Winter Works Program, Minister of Manpower and Immigration Allan MacEachen reported that the program did not benefit the depressed areas very much. He pointed out that his department would spend more money this year in Quebec to assist workers wishing to upgrade their skills.

Finally, the Minister of Trade and Commerce, Jean-Luc Pepin, praised the CNTU for their "very constructive approach to the textile industry." He mentioned that his department had conducted a survey to find out which were the most profitable sectors of this industry. Conversely, he deplored the CNTU's negative attitude concerning the Canadian shipyards, and reminded the Confederation that the Government had already spent a considerable sum of money in this area.

## The New Role of Women

*Continued from page 316*

There will still remain for women the challenge posed by traditional prejudices, which will take generations to eradicate completely. Certainly the best weapon in this struggle will be that of woman's competence. For, by a clear demonstration of high competence, those still nurturing the prejudices of previous ages must eventually be disarmed. Women should arm themselves with the education, with the skills, and above all with the sense of humour most likely to penetrate the walls of intolerance.



# Peace on the Montreal Waterfront?

**T**HERE may be peace on the Montreal waterfront for the next three years with the ratification of a new contract between shippers and the International Longshoremen's Association. The agreement was reached April 8 after 84 hours of almost continuous negotiations and was ratified a few days later by longshoremen in Quebec City, Trois Rivières and Montreal. Besides bringing stability, the contract puts no restriction on the use of handling cargo containers, giving the go-ahead for the increased use of containers, and putting these ports in a unique position on the Atlantic Coast. In a recent U.S. settlement on the East Coast, longshoremen were given the right to unload and reload all containers shipped within a 50-mile radius of the Port of New York (see page 312).

A key development is the establishment of a technological displacement fund to be administered by a committee of union, employer and government representatives. To make up the fund, employers will contribute an amount of money for each ton of cargo handled at the ports and this revenue from the three ports will be pooled. Seventy per cent of this fund will be used to cushion the impact of technological change, and the rest will be contributed to the union's pension plan. A wage increase of more than 20 per cent is also included in the settlement. The increase of 85 cents an hour will be spread over the three years of the contract, bringing the final rate to \$4.60 an hour. Another contentious issue was the number of men to be classified as permanent and subject to a guaranteed number of hours a week and a specified number of weeks a year. The approximately 2,000 men given permanent status will have job security for the life of the contract, and a guarantee of 40 hours a week for 37 weeks a year. Several hundred others will be placed on the casual rolls.

Talks were near breakdown many times during the bargaining period. But Quebec Associate Chief Justice Alan Gold and Labour Minister Bryce Mackasey, assisted by C. E. Poirier, Conciliation and Arbitration Branch, Canada Department of Labour, succeeded in reviving the talks and bringing them to a successful conclusion. Judge Gold may stay on as arbitrator under the new contract. His previous mandate for the industry ended March 31 (L. G., April, p. 212).

The technological displacement fund will permit gradual reduction of the work force on the docks, as recommended by the report of the Inquiry Commission on the St. Lawrence Ports (L. G., Jan. 1968, p. 2). The displaced men will be either retrained or retired.



*Photo courtesy Furness Withy & Co. Ltd.*

Montreal is in a unique position on the Atlantic seaboard since the ILA has placed no restriction on containers. In other ports, the ILA has resisted this change.



*NFB photo*

A key development in the settlement is the establishment of a technological displacement fund to cushion the impact of technological change, permitting the gradual reduction of the work force on the docks.



# Price and Income Policies

## In the Current Economic Setting

*The accompanying article was excerpted from an address delivered at the University of Massachusetts in March by Dr. George V. Haythorne, Special Adviser on Prices and Incomes to the Minister of Consumer and Corporate Affairs. Dr. Haythorne is a former deputy minister of the Canada Department of Labour.*

FOR a period of six years, from the end of 1958 to the end of 1964, prices in Canada, measured by the Consumer Price Index, rose by less than 2 per cent each year. In fact, in one of these years, 1961, the rise was less than 1 per cent. Beginning one year earlier and continuing for one year later, the United States experienced a similar period of relative stability, with prices increasing by not more than 2 per cent annually.

In the mid-60s, prices began to rise sharply in both countries, with increases since 1965 in excess of 3 per cent. Canadian price increases outstripped those in the U.S. each year from 1964 until 1967. In 1968, U.S. price increases moved ahead with an increase of 4.7 per cent compared with 4.1 per cent in Canada.

Meanwhile unemployment, which has fallen off slightly in the U.S. during the past three years from 3.8 per cent on an annual basis in 1966 to 3.6 per cent in 1968, has actually increased in Canada from 3.6 per cent in 1966 to 4.8 per cent in 1968, again measured on an annual basis.

Price increases have not, of course, been the only indicators of pressures in the two economies. They have been reflected



George V. Haythorne





a substantial increases in salaries, wages, interest, profits, dividends, rentals, capital gains, shortages of raw materials and of skilled labour, and the seeming contradiction of high employment in some areas with mounting unemployment in others.

The continuing increase in prices with rising unemployment in Canada as a whole suggests that the so-called "trade off" or Phillips Curve analysis, although conceptually useful, is not so applicable in our situation. Inflationary risks become high according to this thesis when unemployment falls off and, when unemployment increases, inflationary risks diminish. With unemployment increasing in Canada and not falling off significantly in the U.S. while costs keep on rising, it is clear that a more searching analysis is needed of the elusive and pervasive price and incomes problems facing us. Moreover, as these continue to persist, they become even more threatening because of the deliberate steps people take to include an inflationary factor in their expectations. This can only result in still higher costs and, thus, in inevitable checks on potential economic and social progress.

During most of the early years of this decade in Canada, profits were advancing relatively more rapidly than wages. Union members and their leaders observed these increases for a while and, when they saw that they were being maintained rather than leading to lower prices or a larger share of the profits going to employees, they forced a substantial breakthrough in bargaining in 1965 and 1966, the consequences of which are still being felt throughout the economy. Canadian corporate managers point to the grave difficulties posed for them by increased costs, especially in an exposed economy such as ours, and to the failure of governments to reduce pressures on the economy through reducing their expenditures and eliminating duplication and waste. Governments, in their turn, tend to be critical of both unions and employers for their failure to act in a responsible manner. They have urged restraints, but such appeals, they realize, are not usually effective in producing the results desired.

The federal Government's White Paper, titled *Policies for Price Stability*, tabled in the House of Commons last December by the Minister of Consumer and Corporate Affairs, Hon. Ron Basford (L. G., March, p. 154), sought to set out a new approach for dealing with inflationary forces. Four main approaches used by foreign governments can be identified for dealing with price and income problems:

- direct controls, including legislative controls and a na-

tional board of prices and incomes, as in Britain;

- wage guidelines or guideposts, as were introduced in the U.S.;

- joint discussion of and agreement on key questions affecting the functioning of the economy by the principal employer associations, unions and government, as in Sweden; and

- general exhortation by governments to all economic interest groups to limit their price increases and their income demands.

None of these approaches, each of which has had varying success elsewhere, has been found to fit the particular needs of the Canadian situation at the moment. The Canadian White Paper instead suggests establishment of a small, independent prices and incomes commission composed of three persons named on a non-representative basis. Changes will not, of course, occur overnight. But over the past few years, there have been some important changes in attitudes. Unions have come to recognize that productivity improvements, rather than being something to fight, are something to applaud and work for, because they can clearly spell benefits to workers as well as to all other members of society. Employers are less prone to fight the existence of unions; rather, they recognize that they can in fact be valuable partners when unions and management act in a responsible manner. But, at present, both groups tend to put more emphasis on the constructive contributions that governments make in the total functioning of the economy, rather than to regard them as necessary evils whose so-called "intervention" should be kept to a minimum. Governments are recognizing, too, that in many more areas, they can only function effectively with the active participation of employers, workers and all other citizens.

Besides, we are much more conscious of living in what is becoming a highly interdependent world. In this context, the establishment of a Canadian prices and incomes commission will clearly be an experiment. There will be many difficulties to face and many problems to tackle. It would be unsound moreover, to hold out early or high expectations of what can be achieved. This is particularly so in Canada where so much of our ability to cope effectively with price stability is dependent on developments in the U.S. The proposals represent, in some respects, a bold expression of faith. How much can be accomplished time only will tell, but the response to the proposals has been sufficiently encouraging to make them appear well worth a serious try.



# The ILO in Wartime — Part II

*In looking back at the factors underlying the work of the International Labour Organization during World War II, C. Wilfred Jenks considers some of the chief authoritative statements written during the period. These documents, which were summarized in Mr. Jenks' article last month, trace the events and circumstances that laid out the policy the ILO was to follow during this difficult period. They show what was going on in the minds of the senior officials of the ILO, how the wartime policy was formulated, and the factors underlying the decision of the ILO to move into temporary quarters at McGill University in Montreal.*

*In this, the concluding part of his review, Mr. Jenks reminisces about the wartime leaders of the ILO member countries who contributed to the organization, and the factors that made success possible.*

SUCH WAS the policy. What made possible its successful execution? There were numerous interrelated factors, the absence of any one of which might have been fatal to the prospect of success.

Among them we should, I think, attach special importance to the weighty considerations of policy that made it important to maintain the International Labour Organization:

- its relationship to the ideological issues of the war;
- the unique position it then occupied; and
- the loyalty of its members, and the nature of its functions at the time.

The ILO could survive the collapse of the League of Nations because, paradoxically, its autonomy from the League gave it a vitality that remained unimpaired by the paralysis of the League. The autonomy of the ILO was made both necessary and real by its tripartite character, and it became through the political genius of Albert Thomas, its first director, a recognized feature of the League of Nations world.

There were two major political reasons for keeping the ILO in active operation:

- its value as a symbol for the future of world organization, and;
- its value as an instrument for the future of social justice.

The League was dead except in a purely formal sense. If the League was to be reborn, as it subsequently was as the United Nations, the ILO must serve as the link between the past and the future. A more important reason was its potential in matters of social policy. The ILO had been created as the result of the social crisis resulting from World War I, and World War II had created an even greater social crisis. These were considerations of policy vastly more important than the tasks the ILO could immediately perform.

The ILO remained a valued instrument for the promotion of social justice because it retained the confidence of both workers and employers. Worker support was instinctive and

general. The confidence of the employers could not be taken so much for granted. There had inevitably been periods when their role in the ILO had been that of a loyal opposition rather than that of full partnership. After it had been agreed to leave the question of the 40-hour week in abeyance, the employers, no less than the workers, came to regard the maintenance of the ILO as the symbol and pledge of freedom.

Two major potential obstacles to the continued functioning of the ILO in wartime—ideological conflict among its members and the nature of the functions it would continue—did not exist in 1939. The withdrawals of Germany, Italy, Japan, Spain and Russia from the ILO removed the major ideological conflicts of the war from the membership of the ILO. There continued to be major divergences of policy and interest among the remaining members—belligerency or neutrality and the relationship of the ILO action to them—but these did not involve fundamental philosophies and did not prove irreconcilable as far as ILO action was concerned.

The nature of the functions to maintain did not present any insuperable difficulty:

- these functions were not prejudicial to the vital interests of either belligerents or neutrals among the remaining member states; and

- they did not involve a continuity of operation in the discharge of specific functions impracticable under wartime conditions. It was recognized from the outset that it would not be practicable for the Conference or Governing Body to meet regularly, but it would be desirable to hold appropriate meetings as circumstances allowed. There was no question during the first four years of continuing to adopt new Conventions and Recommendations during the war. Only at Philadelphia, when the end of the war appeared to be in sight, did the Conference again begin to formulate standards for the future and then only in the form of Recommendations. The first postwar Conventions were not adopted until 1946.

The whole body of international labour legislation survived the war and the states that had withdrawn from the ILO confirmed the continuance of their obligations on their re-admission to the organization. No attempt was made during the war to invoke or discharge any of the quasi-judicial responsibilities of the organization, which have become so much more important in the last 20 years.

The rhythm of our activities ebbed and flowed as the war proceeded with changing circumstances. The virtually complete disruption of the ILO activities for three months in the summer of 1940 did not destroy the policy or its subsequent implementation nor did it make the continuance of the proposed activities impracticable.

Nor was this the only respect in which the relative simplicity of world organization in 1940 as compared with today made our task more manageable.

The political value of keeping the ILO in being was fully appreciated in the highest quarters. Just as the creation of the



ILO at the end of World War I was made possible because Lloyd George, Woodrow Wilson, and Clemenceau saw in it a major instrument of political stability, industrial peace and social justice, so was its survival through World War II made possible because Franklin Roosevelt, Churchill, Eden, Attlee and Mackenzie King saw in it a symbol of the continued vitality of the ideal of world organization, a democratic response to the totalitarian suppression of free trade unionism, and the hope of orderly social progress beyond the strains of wartime.

U.S. President Franklin Roosevelt had known the ILO since the First Session of the International Labour Conference in 1919. He received both of the ILO wartime conferences at the White House and sent personal messages to Stalin urging the resumption of Soviet participation in the ILO. U.S. Secretary of State Frances Perkins had been, with Roosevelt's full approval and support, responsible for the entry of the United States into the ILO in 1934.

British Prime Minister Churchill had had no personal connections with the ILO and did not become personally involved in its affairs during the war in the same manner as others. But Churchill's government gave staunch support to the policy of maintaining the ILO.

Canadian Prime Minister Mackenzie King had begun his career by serving as Minister of Labour from 1900 to 1908 and later as Minister of Labour from 1909 to 1911. He had been designated a member of the Canadian delegation to the First Session of the International Labour Conference in 1919, but had been unable to attend owing to his election as leader of the Liberal Party. He had, as Prime Minister, received Albert Thomas in Ottawa and had kept in touch with the broad outlines of ILO affairs from the beginning. And he was personally responsible for ensuring that the ILO received in Canada all the facilities necessary to enable the working centre at Montreal to operate effectively.

Without these powerful friends in high places, the political value of the ILO would have carried little weight with those who were inevitably and rightly preoccupied with more immediate responsibilities.

The course of events before and during the War afforded a succession of providential opportunities to formulate, develop, adapt and secure acceptance of ILO policy.

The Munich crisis of 1938 gave the warning without which war would have caught the ILO unprepared, followed by the opportunity for action that made proper preparedness possible. The credit for making adequate preparations belongs primarily to Edward Phelan, who saw clearly from the outset that the ILO could not continue to operate successfully in time of war without an unequivocal mandate to do so from the Governing Body.

The "phony war" of the winter of 1939-1940 gave us a further valuable breathing space. It was possible for the Second ILO Conference of American States to meet in Havana as arranged in November and to reaffirm the support of a whole continent for the policy being pursued by the ILO.

The course and pace of events in the summer of 1940, though unexpected and rapid, left just enough time and confusion to permit the evacuation from Geneva.

The relative stalemate of the winter of 1940-1941 furnished another pause during which we could make the Montreal working centre an effective unit, captivate the imagination of influential bodies of opinion in the United States and Canada, re-establish promptly our relations with Latin America, resume without delay a substantial publications program, and convince the world generally that the ILO was still in being.

At a later stage, we were to be fortunate in the dates chosen for both the New York Conference of 1941 and the Philadelphia Conference of 1944. Pearl Harbour occurred only a month and a day after the New York Conference, and D-Day, the invasion of Europe, barely three weeks after the Philadelphia Conference. If they had been further delayed it might have become impracticable to hold them and they would certainly have failed to attract the public interest and support that made them valuable. As after Munich and the summer of 1940, the decisive action was taken just before it became too late.

The ILO was fortunate in its wartime leadership. Winant and Phelan each held the highest office at the right time. Phelan would have lacked the dramatic flair and willingness to gamble everything for all required to move the working centre to Montreal in August 1940; Winant would have lacked the patience required to persevere through the years of endurance from January 1941 to May 1944. But together they provided the decisiveness at the moment of crisis and the resourcefulness and tact needed for the long haul, which were equally vital in securing the ultimate result.

We were equally fortunate in the reaction to the emergency of the staff of the ILO as a whole. The strong corporate sense created by Albert Thomas had survived and had been revitalized by Winant. Those who served in Montreal during the first years there look back on those years as the "finest hour" of their service in the ILO.

The understanding and support from those in high office also ensured us the practical facilities without which we could have done nothing. Of this many illustrations could be given. It was of high political importance to emphasize that the ILO retained in belligerent Canada the independent international status that it had enjoyed in neutral Switzerland; this involved conferring upon it a formal status for which there was no precedent in Canadian experience and no provision in Canadian law. Mackenzie King personally fully understood the point and Norman Robertson, John Read and Louis Rasminsky, overburdened as they were with immediate wartime duties, co-operated with us in working out the details.

When the United States was prevented by its wartime regulations from giving visas to our officials from occupied countries it exempted them from requiring visas. When we lost our London premises by bombing, the British Government was prompt in assisting us to find alternate accommodation within a stone's throw from Downing Street.

How far does the story suggest any conclusions concerning the policy that should be followed by the ILO or world organizations generally in the event of a future world conflict of less than nuclear proportions? I venture to draw only one. The ILO was able to survive the war because it was highly relevant to major preoccupations of the time and in a unique position to meet them. The possibility of survival became the fact of survival because successive crises were resolved and readjusted with the boldness or prudence our shifting fortunes required.

First-class leadership and prudent finance and a devoted staff were major factors. Most important of all were the course and outcome of the war and the fact that the ILO had identified itself, by the transfer to Montreal and the decisions of the New York and Philadelphia Conferences, with what were to become recognized as the objectives of the United Nations. It follows from this that no pattern for any future conflict can be drawn from our experience during World War II. That experience may well be regarded as an inspiration and example, but the only clear conclusion that can be drawn from it is that the future, like the past, will be determined by the extent to which successive tides in the affairs of men are taken at the flood.





CANADIAN DELEGATION: (Front row, l. to r.) Howard T. Pammett, head of delegation, Canada Department of Labour; J. Tonner, New Brunswick Department of Labour; (back row, l. to r.) Kenneth Valentine,

United Steelworkers of America; Emile Boudreau, United Steelworkers of America; R. P. Riggan, Noranda Mines Limited; J. Ferguson, Sherritt Gordon Mines Limited.

# Safety Standards for Miners

**S**TRICTER safety standards in mines and measures to prevent unemployment among miners were urged by an International Labour Organization meeting on labour and social conditions in mining, held in Geneva last November. Government, employer and worker representatives from 24 mining countries including Canada said also that special measures should be taken to help ease unfavourable consequences that might result from fluctuations in the international mineral trade, recession or other factors.

Participants in the second ILO tripartite technical meeting for mines other than coal mines pointed out that physical risks exist in mining that are not found in other industries, making special safety precautions necessary. They asked especially that modern methods of protecting workers from radiation hazards should be used in uranium mining. They said the effects of unavoidable unemployment could be alleviated through such means as earlier retirement with adequate compensation, retraining and the mobility of miners towards other regions where employment is expanding.

Particular emphasis was put on the importance of mines inspection services. The meeting stressed that such services should be independent and impartial, should be adequately staffed with highly trained and experienced personnel, and should have access to all laboratory and testing facilities required for the effective performance of their tasks. Serious mining accidents should be the subject of objective technical inquiries, which should lead to reports containing technical conclusions, made available to all interested persons without undue delay. Mineworkers should be adequately compensated for financial loss incurred as a result of an accident at work or of their having contracted an occupational disease. Ar-

rangements should be made for the rehabilitation of such workers and, if necessary, their relocation in suitable employment.

The participants noted that the geographical distribution of mineral deposits is unequal, with large known reserves of certain minerals being located in the developing countries. Governments, workers and the mining industry should encourage the drawing up and application of international agreements for the various minerals so that a more stable production could be reached. Economic activity in the various countries should be diversified by setting up new industries. This would avoid dependence on mining as the major means of new jobs and improving living conditions. Processing and utilization of minerals should be encouraged within the country of origin, the delegates said.

## ILO: Second Half Century

**T**HE GOVERNING Body of the International Labour Office approved a program of work and a budget of \$60,999,200 for the two-year period of 1970 and 1971 to begin the ILO's second half century of activity. The announcement was made by Director-General David Morse on March 7 upon conclusion of the Governing Body's first session of the 50th anniversary



year. Canada's share will be more than \$900,000 for each year covered by the two-year budget.

The budget includes provision for a World Employment Program, which will be launched this year as a key aspect of the ILO's observance of its anniversary. The budget is the first to be adopted on a biennial basis since the ILO was founded in 1919 as the result of a motion adopted at the last general Conference (L. G., October 1968, p. 584). It reflects an annual increase of 7.1 per cent more than the 1969 budget of \$26,612,739.00. Canada's share is 3.36 per cent of the total from the world community. In addition to this regular budget, the ILO administers other funds, most of which are provided by the United Nations Development Program for technical co-operation activities. The total resources of the organization for 1970-71 will be in excess of \$100 million.

In other actions, the Governing Body:

- approved the strengthening of the ILO's program for industrial activities to deal effectively with the social problems of specific branches of economic activity in all parts of the world;
- appointed a commission of inquiry to examine complaints concerning the observance by Greece of two ILO collective bargaining and freedom of association conventions;
- requested the Director-General to call the attention of governments to the need for reciprocal arrangements for persons employed on inland watercraft crossing national frontiers, with a view to harmonizing and enforcing minimum age standards for admission to employment as boatmen;
- agreed that governments will be asked to supply reports

## New ILO Member

The number of member states belonging to the International Labour Organization has now reached 119. Cambodia accepted the obligations of membership contained in the ILO constitution last February and also stated that the country remained bound by the obligations of four International Labour Conventions, which earlier had been declared applicable to the territory of Cambodia. Previous to this, the Mongolian People's Republic became the 118th member of the ILO in May 1968.

on the effect given in their countries to ILO Conventions and Recommendations concerning discrimination (in 1970) and employment policy (in 1971);

- scheduled a session of the ILO's Iron and Steel Committee, of which Canada is a member, in Geneva from September 29 to October 10, 1969; and
- reviewed a list of states of chief industrial importance submitted by an international committee of experts and found that there was no change from the previous list, prepared in 1963. Canada, therefore, continues to be included and is automatically entitled to a seat on the Governing Body.

## Eight Rules

## For

## Office Workers

## In 1872

Most discussions of labour are concerned with factory or mill workers. What about the white-collar worker? This selection should indicate something of his (or, rarely in those days, her) status in 1872. These "rules," by the way, are not invented or even exaggerated; plenty of offices had just such working conditions.

1. Office employees each day will fill lamps, clean chimneys and trim wicks. Wash windows once a week.
2. Each clerk will bring in a bucket of water and a scuttle of coal for the day's business.
3. Make your pens carefully. You may whittle nibs to your individual taste.
4. Men employees will be given an evening off each week for courting purposes, or two evenings a week if they go regularly to church.
5. After thirteen hours of labor in the office, the employee should spend the remaining time reading the Bible and other good books.
6. Every employee should lay aside from each pay day a goodly sum of his earnings for his benefit during his declining years so that he will not become a burden on society.
7. Any employee who smokes Spanish cigars, uses liquor in any form, or frequents pool and public halls or gets shaved in a barber shop, will give good reason to suspect his worth, intentions, integrity and honesty.
8. The employee who has performed his labor faithfully and without fault for five years, will be given an increase of five cents per day in his pay, providing profits from business permit it.

[According to the *Boston Sunday Herald* of October 5, 1958, a Boston office manager, cleaning out a file in preparation for his firm's move to a new location, came across these office rules for 1872. He wanted to read them to his office force, but the members all were out on one of the day's several coffee breaks.]



# Gross National Product—1968

## *Expansion of Economy*

**S**TRONG external demand for Canadian goods, coupled with buoyant domestic markets, pushed the level of the Gross National Product to \$67.4 billion during 1968. This is a rise of 8.5 per cent compared with 6.9 per cent in 1967 (L. G., June 1968, p. 335). This increase exceeds the average annual rate of increase of 8 per cent for the current expansion period that began in 1961. There was continuing pressure on prices, which rose by 3.6 per cent, the same rate as last year. In real terms, Canada's output of goods and services advanced by 4.7 per cent — considerably higher than the 3.1-per-cent increase of the preceding year.

Although strength was evident throughout 1968, the economy advanced more vigorously in the beginning and closing quarters of the year. For the year as a whole, the pattern of demand seemed balanced, with all sectors continuing on an upward path or, as in the case of business, fixed investment and inventories renewing an uptrend after declines in 1967.

The pull exercised on this year's expansion by the rapid growth of the United States economy was most evident in the demand for Canadian goods and services abroad, which climbed by 13.5 per cent. Canada's merchandise exports jumped by 19.5 per cent, the bulk going to the U.S. External demand was particularly strong in the first quarter. Through the year, there were sharp rises in the exports of a wide range of commodities. With the exception of motor vehicles and parts, imports tended to lag behind exports. As a result, Canada's merchandise surplus grew from \$0.5 to \$1.3 billion to reach its highest level since 1945. The net gain in merchandise trade was partially offset by a larger deficit in services, because of a return to more normal tourist activity after Centennial year. The deficit on a National Accounts basis was reduced by half to \$332 million.

In gross fixed capital formation, impressive gains were achieved in housing, where unprecedented numbers of both starts and completions pushed investment about 20 per cent above the 1967 level. The entrance of banks into the field of mortgage lending and the introduction of more flexibility in the mortgage rate structure were important factors facilitating the current high level of activity in house building. By contrast, business capital spending on plant and equipment declined by 3.5 per cent.

Business added \$479 million to inventories compared with \$189 million in 1967. The major accumulation occurred at the retail level and was about equally divided between durable goods, mostly motor vehicles, and non-durables.

## *Incomes*

The vigorous performance of the Canadian economy in 1968 was reflected in sharply rising incomes. After declining for two years, corporation profits increased by 17 per cent above their 1967 level. Advances occurred throughout the year, but the fourth quarter leap of more than 10 per cent was the most pronounced. Some of the increase was the result of the levelling in capital cost allowances that followed the withdrawal at the end of 1967 of the option to accelerate claims for machinery and equipment. Gross profits rose by 10 per cent. The improvement in profits was probably facilitated by the existence of strong demand and price pressures in the U.S. In spite of sharply increased tax liabilities, partly due to higher rates of corporate income taxes, undistributed corporation profits also rose to record levels.

The 8.8-per-cent increase in labour income was derived mostly from higher average earnings, as rates of pay continued to rise steeply in spite of a continued slowdown in employment. The moderate employment growth of about 2 per cent, most of which was absorbed in the service-producing industries, fell short of the increase in the labour force, causing the unemployment rate to climb from 4.1 to 4.8 per cent. There were indications of good productivity gains this year, especially in the goods-producing industries, where large increases in output were realized with practically unchanged employment levels.

## *Expenditures*

Rising by 8.5 per cent, consumer purchases maintained the high rates of growth of recent years and accounted for nearly half of the increase in total demand. A feature of the year was the renewed consumer interest in durables, which increased by 10 per cent — more than twice the rate of the last two years, especially in car purchases. By contrast, non-durables were rather weak; they rose by 6.5 per cent compared with 9 per cent in 1967. Because of strong price increases in this category, the slowdown was even more pronounced in volume terms. With personal expenditures outpacing the growth of personal disposable income, which was slowed down by higher tax collections, the rate of personal saving showed some decline from the very high levels of recent years.

Government expenditure on goods and services continued

*Continued on page 33.*

# Automation and Mobility: Is the Price Too High?

IT IS passing strange that the UAW, a prime mover in the very origin of the auto trade pact, should not be consulted when the two major recipients of its benefits got together to discuss its future after its first three years of existence," stated a brief prepared by the United Auto Workers and presented to the Government in February. "Especially is this so when it is recalled that the auto companies . . . were dragged kicking and screaming into the agreement."

In its brief on the Canada—United States Automotive Agreement, the UAW reminded the Government that they had raised the cry in 1962 and earlier about the inroads small foreign cars were making into the domestic market. In a 1963 Royal Commission investigation, the brief said, the UAW drew attention to the unfairness of the then existing regulation that allowed "a part or kind not made in Canada" to be imported duty free. Manual transmissions were rapidly becoming a thing of the past in modern cars, and automatic transmissions, never made in Canada, were coming in duty free by the hundreds of thousands. "This led to the trial run on dollar-for-dollar duty-free importation of automatic transmissions, the direct progenitor of the auto trade agreement."

The brief said that the remission of tariffs, which in 1965 approximated \$50 million and was to be used to reduce costs, has not noticeably lowered prices. And the rise in prices could not possibly be justified by the cost of additional safety features. "The Canadian Government improved its balance of trade situation, the automotive industry increased its business almost five-fold and the tariff on automotive parts and vehicles was eliminated as far as the companies are concerned, but the customer still has to face price increases."

The brief pointed out that the "Big Three" had announced price increases of approximately 1.6 per cent again this year and claimed that it was a result of increased costs of production including labour costs. "The UAW is of the opinion that the price increases were unnecessary and will not tolerate the suggestion that higher wages are the cause of the increases." When the union negotiated wage increases in 1967-68, the brief said, both the UAW and the companies were well aware of the fact that productivity had already increased owing to the greater efficiency of operations and higher output per man-hour.

"For three years our Canadian members have been unfairly treated under the TAB program," the brief stated. It criticized

the Government for allotting a budget of \$5 million dollars, and in June 1966 spending "the glorious total of \$4,559." This under-spending was achieved, it said, by enacting the Transitional Assistance Benefit plan (L. G., March, p. 146) that forced UAW members who were laid off because of the pact, to rely on Supplementary Unemployment Benefit coverage. "Eventually the Government generously amended the regulations to the extent that after SUB credits were exhausted, one could draw TAB benefits."

The brief strongly urged that the TAB program be extended indefinitely, saying that the nation has a special obligation to protect individuals whose personal interests have been subordinated to the general good.

It condemned Ford Motor Company of Canada Limited for laying off almost one fifth of its work force because of automation that had resulted from the auto pact, and for not giving the 817 workers and their union advance notice of this decision. "Most of the 327 laid off on November 25, 1968 were not even eligible for Unemployment Insurance Commission payments, let alone SUB," the brief stated. "Many of these are young workers just out of high school, who having passed their probationary period, have invested heavily in automobiles, furniture, and homes, the payments of which they will find difficult to keep up."

The brief commended Minister of Labour Bryce Mackasey for changes in the TAB regulations reducing the employment requirement from 30 to 16 weeks. It said, however, that the requirement to have worked 30 or even 16 weeks out of the preceding 52 in the automotive industry was completely unrealistic because it discriminates against the recently hired employee who is laid off before the four-month period is worked. In the past, the eligibility requirement of 30 weeks employment in the last 52 weeks, discriminated against married women who had been on maternity leave during that period. The brief recommended that the requirement to have worked a specific number of weeks be eliminated entirely, but if this was not acceptable, it urged that the requirement for 16 weeks be so worded that time spent on contracted sick leave, maternity leave, or leave of absence be omitted from the tabulation of the 52-week work year.

The brief recommended that TAB be extended indefinitely. "The UAW's position is that as long as a layoff occurs as a



result of the auto pact, TAB must be paid to help the members through the transitional period. As it has been extended only until June 30, 1970 it means that in 1970 we will be back to urge the extension of TAB for an additional period." It said that it would be simpler to allow the Adjustment Assistance Board to remain in existence indefinitely and permit it to rule on whether or not a layoff is attributable to the auto pact.

"The UAW is pleased to see that the Minister of Labour has amended the regulations to allow our members, who have SUB plans to draw TAB first if they wish." It called "totally unrealistic" the previous regulation that had permitted workers with SUB plans to draw TAB first only if their employer would voluntarily contribute an amount equal to the SUB contributions he would otherwise have paid. The UAW commented that although the regulation was designed to prevent employees from drawing more than their normal weekly wages by combining TAB and SUB, in their present form, the changed regulations would not be utilized and are therefore useless unless the TAB benefit is increased to the new SUB level.

The brief recommended the formation of a Tripartite Committee, representing manufacturer, government and union, to act as an advisory committee that would meet to exchange information and to co-ordinate all aspects of the Auto Pact including layoff situations. It recommends also legislation to make the employer give advance notice of layoff caused by automation and rationalization, the penalty to be payment of the employee's normal wages for a period equal to the advance notice stipulated by law.

The brief stated that automobile and parts manufacturers have a social and moral responsibility to the workers and to the communities in which they locate. Agreeing that the Government and municipalities had a right to court new industry and that management must renovate or expand

facilities to meet the increased demands of the market, the brief stated that automotive manufacturers should not be induced to relocate whimsically in various municipalities by promises of tax concessions of one sort or another, and asked that they be required to give specific reasons for relocating.

"Why should Government provide millions of dollars to companies in loan programs such as the Adjustment Assistance Loan Program so that they can profitably move elsewhere, thereby disrupting whole communities, causing layoffs, termination of employment and the loss of pensions, seniority and other fringe benefits?" asked the brief. "It is about time that these large, rich, strong companies are compelled to assume their responsibilities to the communities in which they locate."

Replying for the Government, Labour Minister Bryce Mackasey agreed that workers had the right to be warned of impending shutdowns in plants and that there should be a change in attitude about this on the part of management. He believes, however, that workers should be prepared to be mobile and to accept the issues involved in industrial transition. Labour must recognize, he said, that mobility is the key to industrialization and it must become accustomed to the idea of technical change and not afraid to promote the shifting of a working population.

On the question of expanded TAB benefits, Mr. Mackasey said that he was concerned with the rights, rather than the freedom, of the worker. He explained that in most situations a worker taking the TAB benefits first would receive somewhat less benefit for a longer period than if he took the SUB benefits first.

Referring to the layoff of Ford tool and die workers at the Windsor plant, Mr. Mackasey said that 84 were laid off but 34 had been rehired by February 14, and 16 others went back to work on the 17th. Of the remaining 34, that were still laid off, 20 to 25 were expected back before the end of March.

---

## Gross National Product — 1968

*Continued from page 330*

the deceleration that started in 1967; for the first time since 1964, it rose less rapidly than the GNP as a whole. Most of the 1968 rise of 7.5 per cent was attributable to increased spending at the provincial-municipal level of government, and consisted largely of higher wages and capital outlays. With total revenues rising faster than total expenditures, the surplus on a National Accounts basis for all levels of government combined, increased from \$157 to \$800 million.

## Price Movements

Aggregate price change, as measured by the implicit price index of Gross National Expenditure, rose by 3.6 per cent in 1968, the same rate of advance as in 1967. Larger increases than in the previous year occurred in all major components except exports; significantly higher import prices dampened the increase.

In personal expenditure, a sharp acceleration in the rate of price change in non-durables offset lower rates of increase in durables and services. Among non-durable items, price increases of tobacco, liquor, gasoline, oil and grease were largely the result of higher taxes. Food prices rose by 3.3 per cent after being virtually unchanged in 1967. Increases were widespread, but most notable in dairy products, fish, fresh fruit, canned vegetables and frozen foods. Modest price increases in furniture and a slight decline in household appliance prices contributed to the smaller increase in the price component of durables; car prices advanced at the same rate as in the previous year. Service prices continued to rise sharply, 4.7 per cent compared with 5.7 per cent in 1967. Most prominent were the increased costs for medical care, recreation, education and transportation; and rents also rose more strongly.

For the third successive year, strong increases occurred in the implicit price indexes of residential and non-residential construction; labour costs rose by 8 per cent, while the materials component advanced by 2.7 per cent. Machinery and equipment prices were lower in 1968 as a result of the removal of the federal sales tax on production machinery and equipment in June 1968.

# The Construction Industry: The Most Maligned Business in Canada?

**A**LTHOUGH 1968 was not a major bargaining year for the construction trades," says A. William Purdy, past president of the Canadian Construction Association, "settlements made with various trades across the country set an alarming trend with some awards varying from 13 to 22 per cent a year. These increases imposed on previous increases, which averaged 10 per cent a year in 1967 and 8 per cent in 1966 have pushed construction workers' wages to the \$5.00 level or higher in some cases."

Speaking in Montreal to delegates to the 51st annual meeting of the Canadian Construction Association, Mr. Purdy said that there was no question that construction wage rates have

risen faster than those in the rest of the economy, and that if this "alarming" trend continues, Canada will have difficulty building factories and other facilities at a price that will permit industry to compete in world markets.

"Of equal concern to employers is what we lose in the form of management rights each time we negotiate in our fractured way and settle for parochial reasons and not for the good of all," he said. "Surely the time must be close at hand when all contractors in a region or even a province can collect themselves together to hammer out an effective and fair agreement for the total industry in that region or province."

Mark Stein, President of the Canadian Construction Asso-



From l. to r.: A. William Purdy, Immediate Past President, Calgary, Alta.; Robert G. Saunders, National Vice-President, Vancouver,

B.C.; Mark Stein, President, Montreal, Que.; Robert C. T. Stewart, National Vice-President, Halifax, N.S.

*Photo by Richmond Jones, Montreal*



ciation, reminded the delegates that labour agreements were expiring in most of the major centres this year and negotiations for new agreements have either started or were about to start. "If the pattern of the last few years continues we may once more be faced with demands that have no relationship whatever with cost of living indices, productivity gains, or the capability of our economy to support labour's demands," he said. "This year also, many of our provincial affiliates will be seeking the legislative amendments necessary for the implementation of the Goldenberg-Crispo recommendations and one of the key recommendations is the accreditation of construction employer associations."

Mr. Stein said in an interview that wage increases are far in excess of productivity gains, which "have been running from 3 to 3.5 per cent a year for the last two or three years." Construction workers' wages are already much higher than wages in other industries, he said. A carpenter working on a construction in Montreal earns \$4.23 an hour, whereas the same carpenter working in a woodworking shop would earn \$2 to \$3 an hour. And this was representative of the situation across Canada, he said.

"Whatever costs the contractor time and money directly costs us as owner-client," said R. J. Wismer, Superintendent of Construction, The Algoma Steel Corp. Ltd., Sault Ste. Marie. "For that particular reason we are becoming more and more indirectly involved with labour relations between the contractor and the building trades unions."

Mr. Wismer listed what he considered to be the worst of these labour problems. They were: increasingly poor productivity and poor workmanship and unqualified men supplied by unions; artificial restrictions in union agreements pertaining to supplies, supervision, crew sizes and on site work; unreasonably high wage demands, fringes and overtime; and costly delays resulting from illegal strikes.

"I am the first to admit that we, as owner-clients, did very little until recently to help in the gradual paralysis that is creeping over the industrial scene today," he said. "If it is not arrested it will, in the very near future, bring the cost of such work to a stage where it is completely unacceptable to us."

He said that at one time he and his counterparts were interested only in getting the job finished on time at minimum cost. "I have to admit that we, probably as much as anyone else, helped to create the weak and divided labour policies that exist in the industrial construction field today. These weaknesses are perpetuated by open ended national agreements, project agreements, hiring halls, multiple contract expiry dates and until recently an almost complete lack of co-ordinated labour policy in the construction industry."

Mr. Wismer recommended the establishment of a unified labour relations policy that would be implemented by centralized professional planning, negotiating and administering of all construction agreements. He recommended controlled overtime on an area basis to stabilize work forces by eliminating job jumping; support of local builders exchanges and the CCA's new Labour Relations Bureau, i.e., no member — no hire; restricting general contractors from exercising their rights under a national agreement at the expense of local Builders Exchanges or associations; strong, active support of contractors' associations seeking legislative changes such as those proposed in the Rand and Goldenberg reports; and support of increased training of tradesmen by the construction industry.

"Barring improvements to the general labour picture through our combined efforts, we . . . visualize a continued slowdown of new works," he said. "In fact we have reached the stage where return on investment . . . is so low that work has been shelved through 1967 and still is hanging fire across the country."

R. Dicaire, President of the Montreal Construction Association, told delegates that the system of multi-trade — multi-party

bargaining has proven to be the best solution to labour relations problems in the Quebec industry. "I would hope that our collective agreement decrees act, as well as our new Bill 290, would be imitated in the other Canadian provinces," he said. "This system simplifies negotiations, prevents whipsawing and competition between trades and tends to unify the industry as a whole; it groups the trades and the employers and favours stronger employer associations."

Mr. Dicaire explained that all recognized parties must negotiate jointly only one collective agreement for a given region. "All those parties should sign together and at the same time one single document for the industry as a whole, including the mechanical trades," he said. "The spirit of the law, however, allows for this collective agreement to include special provisions for certain trades in separate chapters, for instance, longer hours for roadbuilding or travel arrangements for electricians." Bill 290 which replaces the Collective Agreement Decrees Act, forces co-ordination between the recognized parties, and even if one succeeds in securing an agreement for its trade, this agreement can be ratified only by all the recognized parties.

"The core problem underlying most, perhaps all, of the industry's major industrial relations problems is the industry's instability, that is, the instability of the demands made upon the industry," said Frank Wildgen.

The industry, he said, because of this instability, is marked by corporate structures that are top heavy with high-cost short-term debt and by managements that devote only trifling amounts to work-study programs and other kinds of research, and that are overly prone to seek expedient, short-term solutions for deep-seated structural problems.

The marked instability of construction outlays makes it necessary to pay a wage premium in order to attract adequate numbers of workers with the required levels of skill into the industry. It means also that the industry will experience difficulty in attracting and holding those workers most capable of swift promotion to supervisory levels. The need at cyclical highs and during peak seasons to take on large numbers of inexperienced workers, often under inadequate supervision; the rushing of much construction work, and the necessity of working long overtime hours for extended periods, all greatly enhance the danger of accident occurring on construction sites with its injury, loss of life and resultant high premiums for workmen's compensation. "Similarly, the recurrence of unemployment in the industry signifies that unemployment insurance rates are thereby raised above the usual level." In addition, he said, construction instability means the breaking up of efficient teams of construction workers, the interruption of training programs and apprenticeship streams, and the high cost of the recurring need to recruit and retrain construction workers. Finally, he said, instability in the construction industry works through a multiplier effect to destabilize the rest of the economy and upset the system's allocative processes. Recurrent slack in the industry thus impinges directly and seriously on government finances: social transfer payments are thereby raised while tax revenues are reduced.

J. C. Cochran, President of Domtar Construction Materials Ltd. of Montreal, believes that the construction industry is the most maligned business in Canada. "As a result of many irresponsible statements, the public have come to believe that all of us involved in the construction industry are the most inefficient businessmen in the country," he said. "I don't believe it and we should refute it."

Mr. Cochran said that the construction industry at all levels is the most controlled and regulated business in the country by all levels of government from federal down and through to municipal. "It is this control and restriction that does not permit us to be as efficient as we are capable of achieving. How can any business attain maximum efficiency operating under stop-and-go conditions?"

# New Law for the Quebec Construction Industry

QUEBEC has a new labour relations act for the construction industry, Bill 290, Construction Industry Labour Relations Act. The purpose of the act, passed by the National Assembly in December, is to solve problems in the construction industry; improve employer-employee relations; prevent raiding and inter-union strife; and avoid difficulties in certification and negotiations caused by the temporary and seasonal nature of the work and resulting from separate negotiations carried on by the various trades involved.

The new law is based on the decree system that has been in force in the province since 1934 (L. G. 1934, p. 417). This permits the basic standards of wages and working conditions set in a collective agreement negotiated by a representative proportion of employers and employees to be imposed by decree on an entire industry within a specified area. The decree thus extends the negotiated standards to all employers and employees who were not party to the agreement.

Other principles incorporated in the new Act are: the recognition of representative associations of employers and employees; mandatory collective bargaining by such associations on a multi-trade basis for the conclusion of a single collective agreement leading to the adoption of a decree in a given territory; prohibition of strikes or lockouts during the term of a decree; and the regulation of working conditions by an ordinance of the Lieutenant Governor in Council where membership in representative associations of employees is less than 20 per cent of the workers in the construction industry in the territory.

Freedom of association is guaranteed for both employers and employees. The Act contains provisions intended to protect more effectively the right of the worker to join the union of his choice and no longer gives exclusive bargaining rights to a union having majority support. Certain practices that would interfere with the right of association are pro-

hibited. Each decree must contain provisions regarding union security and the check-off of union dues.

A joint advisory commission made up of union, management and government representatives is to be established to make recommendations to the Minister of Labour and Manpower regarding specified matters to be determined under the law.

The construction industry will henceforth be governed by provincial or regional decrees, negotiated on behalf of employees and employers by representative associations. Except in the Montreal and Quebec areas, the Act permits special negotiations for projects costing \$25 million or more, unless a province-wide decree is in force.

A significant change is that construction unions will no longer be certified. The Act recognizes two employee associations, the Quebec Federation of Labour and the Confederation of National Trade Unions and five employer associations as representative for bargaining purposes. Other associations may be recognized as representative by the Minister if they represent at least 20 per cent of employers or employees in the province or in a region. All associations recognized as representative in a region may participate in negotiations leading to a decree. An association representing less than 5 per cent of employees or of the employers of its class may participate in collective bargaining leading to a decree, but it cannot veto an agreement. If the Minister refuses to extend a collective agreement, it will continue to be valid between the parties.

Bargaining for a collective agreement with a view to the adoption or renewal of a decree must begin in the four-month period (within 120 days) preceding the expiration of a decree. In the case of decrees under the Collective Agreement Decrees Act which are due to expire between January 1 and April 30, 1969, the parties were required to commence negotiations by January 1, 1969.



# Another Booster for Guaranteed Annual Income

## Wage Schedules Prepared In February

A single general farm organization and a guaranteed income for the poor were two of the main proposals to come out of a two-year study of farm income made by a special committee appointed by the Ontario Government. The special Committee on Farm Income, headed by Everett Biggs, Ontario Deputy Minister of Food and Agriculture, recommended a negative income tax to provide both rural and urban low-income families with a guaranteed minimum income of \$1,500. The report was completed in January.

Illustrating how the negative income tax would work, the Committee took a hypothetical family of three whose breadwinner earned less than \$3,000 a year. With the Committee's proposal, the family would receive from the Government a payment of half the difference between its earnings and the present \$3,000 tax-free limit. A family with no income, therefore, would have a final income, after payment of the negative income tax, of \$1,500. A family earning \$1,000 would get \$2,000; earning \$2,000 would have \$2,500 and earning \$3,000 would end up with \$3,000.

The Committee called its negative income tax proposal "a modest plan" but said that a higher guaranteed income would have involved very high rates or taxation on earned income and might have proved more expensive than the economy could afford.

Many of the Committee's proposals pointed to the need for farmers to provide a unified approach to government and other organizations. At present, the Committee said, the potential influence of farmers is paralyzed because they attempt to express themselves through the Ontario

Farmers' Union, the Ontario Federation of Agriculture and various marketing boards and commodity associations. It strongly recommended the creation of a general farm organization that would speak on behalf of farmers when a united front was required and a food supply agency that would have full responsibility for marketing all farm products. The general farm organization would co-ordinate the action of farmers, develop policies on farm income, and advise the Government on problems relating to the industry and to rural affairs. And the organization would evaluate and criticize the performance of the food supply agency. The organization, on the advice of the food agency, would negotiate with the Government on rates of return to labour and capital, and quota allocation policy, evaluate and criticize the performance of the Ontario Farm Machinery Crown Corporation, and advise the Government on issues of agricultural subsidization, imported products and appropriate trade policies, taxation policy, land zoning and regulation, and on many aspects of regional development policy.

Two weeks after the report was released, the 360 delegates, representing the two general farm organizations in Ontario, met to discuss the Committee's recommendations, and following a lengthy debate decided to support the idea of a single general organization. The presidents of both the OFU and the OFA indicated that they were prepared to discuss the unity proposals. At the end of the Conference, Agriculture Minister W. A. Stewart said that he would take the farmers' request for new legislation to the provincial Cabinet.

During February, the Department of Labour prepared 254 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 188 contracts in these categories were awarded. In addition, 185 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in February for the manufacture of supplies and equipment were:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Defence		
Production	80	\$2,462,990.00
Post Office	26	696,794.65
Public Works	1	83,321.00
R.C.M.P.	17	115,938.42

During February, the sum of \$1,438.78 was collected from 9 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 74 workers concerned.

# The Strike as a National Emergency

The strike problem in the United States "is probably going to get worse, because of the wage-price issue, long before it gets any better," says Donald E. Cullen. In his book, *National Emergency Strikes*, published by the New York State School of Industrial and Labor Relations, Cornell University, Mr. Cullen asks whether there is really an emergency strike problem at all.

Mr. Cullen says that the public thinks there is a problem, and in the view of experts the problem is "vastly overrated," by the public. Public opinion polls show that a majority of the public approves of all types of strike controls as do "many (if not most) rank-and-file workers and managers."

Although the strike can be a crude and harmful weapon, says Mr. Cullen, "we know no better way of granting workers an effective voice in resolving the disagreements that inevitably arise between employer and employed." Mr. Cullen finds that people in the field of industrial relations are unable to agree on the significance of past strikes in predicting future strikes. The emergency strike issue has been fought over for 20 years, and there is still no consensus on what an emergency strike really is. "Most surprising, there have been fewer than 10 serious studies of the impact of specific strikes, and only two in the last 10 years."

The public and its representatives decided long ago that there were emergency strikes and that something should be done about them. But, "in the summer of 1966, a congressional committee tried in vain to determine whether a month-long shut-down of 60 per cent of the airline industry was or was not a national emergency."

In looking at labour legislation, says Mr. Cullen, legislators are caught between the two opposing positions of sterner measures against labour and the belief by many labour leaders that the "emergency issue is an antilabour hoax." The public has apparently favoured government intervention in major labour disputes, government has intervened and experts think that few, if any, strikes in the past few years really created emergencies. "From this sequence of facts, it is far easier for an elected official to conclude that present strike controls are pretty good than to conclude that they should be scrapped or that emergencies would still not have happened if the government had done less, or that these

controls actually created some of the impasses they were called upon to resolve."

But Mr. Cullen says that probably the greatest obstacle in changing policies is that critics have a difficult time in coming up with alternatives that look much better than the present laws dealing with emergency strikes. A major reason for the endurance of the emergency strike provisions of both the Taft-Hartley and Railway Labor Acts, says Mr. Cullen, is that there is great difficulty in demonstrating that some other strike policy would be much better than laws now on the books.

Few presidents have put free collective bargaining to the ultimate test when faced with a major work stoppage, says Mr. Cullen. Two possible exceptions were the four-month-long steel strike in 1959 and the eight-month-long copper strike of 1967-1968. Neither produced a national catastrophe, but the Government did eventually intervene.

No one knows what would happen if existing strike controls were repealed and the President and Congress followed a hands-off policy toward all labour disputes. Mr. Cullen says that, "the imperfections in our knowledge are embarrassingly numerous and fundamental; whether there even is a strike problem that needs a solution, whether the solutions tried during the past several years have worked reasonably well or have made matters worse, and whether some other solution would have worked any better over the same period."

Mr. Cullen, in introducing his last chapter, says that if the reader has been "reduced to a state of healthy confusion, seeing numerous perils lurking in every possible strike policy, he may now count himself an expert." The opinions expressed, he says, should be viewed with tolerance and skepticism.

Mr. Cullen takes issue with the use of the phrase "national emergencies,"

about which most discussion has turned in the last 20 years. "Any such terms are fearfully ambiguous, but that is just the point; in the real world, the moment at which the government should intervene in a strike is uncertain and indefinable."

To improve the information available on strikes, Mr. Cullen suggests that the U.S. Employment Service make systematic assessments of the secondary unemployment caused by a major strike, "to replace the haphazard assessments now made by newspaper reporters." But even if there is more accurate information, intervention will always be a political decision. Who can eliminate this factor from the field of strike policy, asks Mr. Cullen.

But Mr. Cullen does realize that an ultimate solution is rare in a free society. "The evidence is perfectly clear that American unions and employers will comply with most strike controls most of the time, but that every control will sooner or later be violated by someone."

In concluding, Mr. Cullen suggests that the idea of the statutory strike deserves more consideration than it has received. He suggests the consideration of new approaches to compulsory arbitration with a system of "arbitration fees," which is a variation of the statutory strike or a process of partial operation to meet the needs of the public while "permitting the private bargaining process to continue in a smaller arena."

Some of these ideas should be put into the "arsenal of weapons" that the Government has at its command, says Mr. Cullen, but it would require a Congress willing to grant a president these options and a president "with the courage to gamble occasionally on an untried weapon in a major dispute." The problem could be greatly alleviated, and the obstacle in the way of Congress adopting improvements would shrink, if more people would acknowledge that "the 'national emergency' test is nearly useless."

Mr. Cullen cautions that the critical strike is just not going to fade away, although some "orthodox assumptions are under severe challenge from those who view collective bargaining as a major contributor to the twin problems of inflation and unemployment." In the past, he says, it has been assumed that the content of an agreement is less important than that "the method of agreement be relatively peaceful and, to the extent possible, voluntary."

Donald E. Cullen is a professor at the New York State School of Industrial and Labor Relations. His special interest is the negotiation process, and he has recently completed a year with the President's Council of Economic Advisers as senior staff economist in the area of wage development and collective bargaining.



# PRICE INDEXES

## Consumer, March 1969

The consumer price index (1961-100) in March increased by 0.5 per cent to 123.2 from its February level of 122.6, and was 3.9 per cent above the March 1968 level of 118.6.

The food index declined by 0.1 per cent to 123.8 from 123.9. Price movements were mixed, with lower prices for meats, dairy products and eggs outweighing increases for fresh fruits and vegetables. Among meat items, "specials" in a few major cities reduced beefsteak, ham and bacon prices, but chicken prices increased in a number of centres. In Toronto and other eastern cities, increases of 50 per cent or more since the preceding month were recorded in the retail price of lettuce. Other large increases among vegetables and fruits were recorded for tomatoes, apples, and both canned and frozen orange juice. Among staple foods, bread and sugar prices increased, while milk, butter, and margarine experienced fractional declines. The March food index was 3.3 per cent above its level of a year earlier.

The housing index rose by 0.4 per cent to 122.8 from 122.3. While rents increased by 0.2 per cent, higher prices for new houses and repairs, together with increased property taxes, combined to advance home-ownership costs by 0.9 per cent. Among household operation items, homefurnishings, including floor coverings, increased in price after mid-winter sales on these items had expired.

The clothing index advanced by 1.6 per cent to 123.8 from 121.8. The removal of sales prices on many items, plus additional markups on new lines, were mainly responsible for price increases in most outer garments, and footwear items. In addition, increased charges for laundry, dry cleaning and shoe repairs, contributed to the overall rise.

The transportation index increased by 0.9 per cent to 118.3 from 117.3. Increased registration fees were recorded in Ontario, Quebec and New Brunswick, while the price of auto repairs increased substantially throughout the country.

The health and personal care index declined by 0.1 per cent to 129.5 from 129.6, as the price of toiletries registered a fractional decrease.

The recreation and reading index rose by 0.3 per cent to 125.1 from 124.7. Generally increased television repair costs and higher newspaper subscription rates in Ottawa and Saint John, contributed to the increase.

The tobacco and alcohol index remained unchanged since the previous month. At its March level of 121.9, it was 2.4 per cent above its level of a year ago.

Group indexes a year ago in March were food 123.8; housing (shelter and household operation) 122.8; clothing 123.8; transportation 118.3; health and personal care 129.5; recreation and reading 125.1; tobacco and alcohol 121.9.

## City Consumer, March 1969

Between February and March, consumer price indexes advanced in eight regional cities and city combinations, remained unchanged in one, and declined in one. The changes ranged from a decrease of 0.3 per cent in Montreal to an increase of 0.7 per cent in Saint John, N.B.

Food prices rose in seven cities and declined in three, and the clothing indexes advanced in all 10 regional cities; the components for housing, transportation, recreation and reading also moved up in most cities. Health and personal care costs registered marginal decreases in most cities in response to lower prices for some toiletries. Tobacco and alcohol indexes registered no change from the preceding month.

Regional consumer price index point changes between February and March were: Saint John +0.8 to 117.1; Ottawa +0.7 to 120.8; Toronto +0.7 to 121.9; Winnipeg +0.5 to 120.9; St. John's +0.4 to 118.2; Halifax +0.4 to 115.9; Edmonton-Calgary +0.4 to 119.6; Vancouver +0.3 to 117.6; Saskatoon-Regina unchanged at 117.7; Montreal -0.4 to 120.0.

## Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) increased 0.4 per cent to 265.4 from 264.3 in the three-week period March 7 to March 28. The animal products index increased 1.0 per cent to 347.8 from 344.4 and the field products index declined 0.6 per cent to 183.1 from 184.2.

## Missing Indexes

The general wholesale index, the United States consumer price index and the British index of retail prices were not received in time for inclusion in this issue. They will reappear next month.

## Employment Review For March

Employment increased seasonally by 33,000 to 7,471,000 between February and March. The labour force, at 7,919,000, showed little change from February. Unemployment declined by 25,000 to 448,000, an above-average decrease for this time of year. Compared with March 1968, employment showed a gain of 351,000, or 4.9 per cent, and the labour force rose by 311,000, or 4.1 per cent. There was a decline of 40,000 in unemployment, all of it among men in the 20-64 year age group.

Unemployment in March represented 5.7 per cent of the labour force, compared with 6.4 per cent in March 1968, and 5.3 per cent in March 1967.

Farm employment, at 466,000, increased by 12,000 during the month and was 4,000 higher than in March a year ago.

Non-farm employment, at 7,005,000, increased by 21,000 during the month. Compared with a year ago, it was higher by 347,000. Community, business and personal service showed the largest increase, 119,000, followed by manufacturing, 90,000; trade, 40,000; public administration, 31,000; and construction, 22,000.

Between February and March, Quebec and British Columbia showed gains in total employment of 19,000 and 14,000 respectively. In other regions there was little change. All regions shared in the year-over-year gain in employment. The largest increase took place in Ontario, 165,000. Smaller gains occurred in Quebec, 84,000; the Prairies region, 55,000; British Columbia, 34,000; and the Atlantic region, 13,000.

Unemployment decreased by 25,000 between February and March, and was 40,000 lower than in March a year ago. Of the 448,000 unemployed, 28 per cent had been unemployed for less than one month, 34 per cent for one to three months, and 38 per cent for four months or more.

## UNB Industrial Relations Committee Receives Grant

The Government of New Brunswick has presented a grant of \$35,000 to the New Brunswick Industrial Relations Committee. Established by the University of New Brunswick to consider provincial labour problems, and comprised of an equal number of representatives of labour and management, the committee is under the joint chairmanship of George A. McAllister, Q.C., Professor of Law, and William F. Ryan, Q.C., Dean of Law.



## Problems and Programs in Rehabilitation

An international seminar on present rehabilitation programs in compensation drew more than 100 delegates of governments, compensation agencies and rehabilitation organizations to Toronto last March. The seminar was sponsored by three organizations: the International Society for Rehabilitation of the Disabled; the World Commission on Vocational Rehabilitation; and the Workmen's Compensation Board of Ontario. Representatives of the International Labour Office attended also.

The theme of the seminar was "Rehabilitation Programs in Workmen's Compensation and Related Fields," and it sought to:

- review present rehabilitation programs in compensation and related fields in Canada, the U.S.A. and other countries;
- identify areas of need in research to improve rehabilitation programs;
- prepare recommendations on activities to be undertaken by organizations to improve rehabilitation services for the disabled; and
- suggest methods of study in the areas of unmet needs.

The various services of the Workmen's Compensation Board of Ontario, including accident prevention, payment of medical and surgical costs, provision of prostheses and appliances, and rehabilitation services, were outlined by Bruce J. Legge, Q.C., chairman of the board. These services are in addition to the basic ones of payments to the injured worker to compensate him for lost income during periods of lay-off from work because of injury, pensions for permanent disability resulting from injury, and allowances to widows and dependent children of workers whose injuries are fatal.

Mr. Legge described how employers are assessed to meet the costs of the board's services and he explained how the injured workman can receive the services to which he is entitled without the necessity of court action.

Dr. Leo Noro, director of the Institute of Occupational Health in Helsinki, Finland, spoke on rehabilitation of the occupationally disabled in his homeland. Private insurance companies take care of insurance for accident and occupational disease, he said. The accident insurance companies' responsibilities, as defined by law, had been rather limited until recent years, but in 1963 vocational rehabilitation was included as part of the accident insurance benefits. Rehabilitation programs in Finland make use of community and voluntary services subsidized by the Government.

Donald L. Ream, workmen's compensation consultant for the U.S. Department of Labor spoke on workmen's compensation in the United States. At the time compensation laws were first considered in the United States, there was serious doubt as to the constitutional legality of a nationwide compensation law, he explained. The federal Government did pass a law, in 1908, to provide compensation for its employees, and later a law covering longshoremen and harbour

workers. Ten states enacted laws in 1911 and today all states, the District of Columbia and Puerto Rico have compensation laws.

Harold Russell, Chairman of the President's Committee on Employment of the Handicapped, himself a double arm amputee, explained the work of the President's Committee and led a discussion on compensation for second injury. The fear that compensation costs for a previously handicapped worker will be higher than those for a non-handicapped worker suffering a similar accident frequently prevents the employment of handicapped workers. Second-injury funds are needed to protect the employer and the employee, but all states do not yet have second-injury legislation. Information on the Second-Injury Fund of the Ontario Workmen's Compensation Board was available for discussion.

Some time was devoted to discussion of medical problems connected with workmen's compensation programs. Dr. A. B. Powell, Director of Medical Services for the Ontario Workmen's Compensation Board, explained how medical and surgical treatment is provided for injured workmen in Ontario and he listed some areas of study in which research is being carried out. Dr. B. H. G. Curry explained the purpose of the Workmen's Compensation Board Rehabilitation Centre at Downsview, Ont., and how it is operated. This session was held at the centre and the delegates were taken on a tour of its facilities.

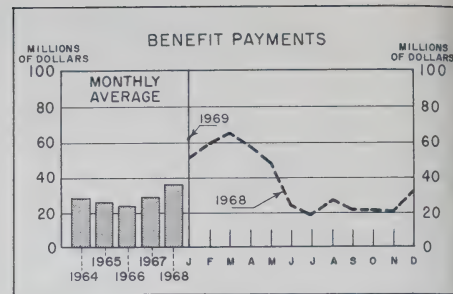
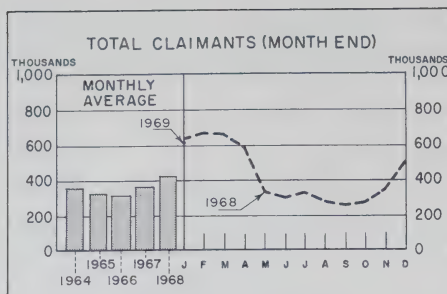
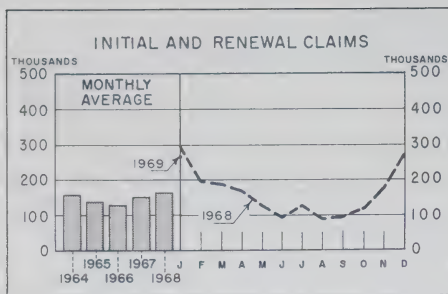
Dr. Ian McNab, chief of the Division of Orthopaedic Surgery at Wellesley Hospital, Toronto, presented a paper on the rehabilitation of the low-back cripple in which he discussed the pros and cons of surgery for this condition and some of the methods used in diagnosis.

Dr. W. R. Harris, assistant professor of surgery at the University of Toronto, spoke about the Amputation Clinic and new developments taking place in this service. He discussed the problems of finger and partial hand amputations and the fitting of prostheses, and demonstrated the use of the new "modular" adjustable prostheses for lower extremity amputees, which has been under development at the Winnipeg Rehabilitation Hospital.

Dr. John H. Aldes, director, Ben R. Meyer Rehabilitation Centre, Cedars of Lebanon Hospital, Los Angeles, presented a paper outlining some of the problems connected with providing the best medical services to injured workers under the terms of compensation laws in the United States. Each state has its own compensation laws, which vary widely in their provisions for medical care and rehabilitation. Dr. Aldes outlined some of these variations by state, and gave his audience some idea of the impediments to successful rehabilitation incorporated in some of them.

Finally, Dr. A. Nizan of the National Insurance Institute in Jerusalem, Israel, spoke on the problems of injured workmen in his country and what is done to make them fit to work.





## Unemployment Insurance Report—January

Claimants for unemployment insurance benefit totalled 616,000 on January 31, 1969. This was 118,000 or 24 per cent more than the 498,000 recorded at the end of December 1968. Males accounted for more than 80 per cent of the increase.

In comparison with the claimant count of 633,000 at the end of January 1968, there was a decrease of 3 per cent. A slight increase in the count of females was offset by a decrease among males.

Of those on claim at the end of December 1968, about 41 per cent had been on claim for more than 4 weeks; on January 31, 1969, this proportion exceeded 55 per cent. This is in accordance with the usual seasonal pattern.

Of the 616,000 claimants recorded at the end of January, 123,000 were classified as seasonal benefit claimants.

A total of 267,000 initial and renewal claims were filed in local offices across Canada during January 1969. The volume was 9,000 or 3 per cent lower than the 276,000 filed last month and 29,000 or 10 per cent smaller than the 296,000 filed in January 1968.

The average weekly estimate of beneficiaries during January 1969 was 502,000 compared with 236,000 in December 1968, and 381,000 a year ago. Benefit payments totalled \$61.2 million in January 1969, \$30.8 million in December 1968 and \$50.8 million in January 1968. The average weekly payment was \$30.50 for January 1969, \$29.05 for December 1968 and \$26.66 for January 1968.

Despite the proportionately large increases in the December-to-January claimant count in all provinces, large

numeric changes occurred only in Quebec, Ontario and British Columbia.

In comparison with the claimant count a year ago, changes were minor. Increases among males in Saskatchewan, Alberta and British Columbia were offset by decreases elsewhere. Prince Edward Island, Ontario and Manitoba were the only provinces reporting fewer females.

Decreases from the volume of claims filed in December 1968 occurred mainly in the provinces east of Ontario. Newfoundland and Quebec accounted for

most of the reduction. There was a large increase in initial claims filed in British Columbia.

In comparison with January 1968, increases in claims filed were reported only in the provinces west of Manitoba. The bulk of the total decrease was concentrated in the two central provinces.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Summary Table

Activity	Cumulative data				
	January 1969	December 1968	January 1968	January to January 1969	12 months ending January 1969
(in thousands)					
Insured population as at month- end.....	—	5,397	4,881	—	—
Initial and renewal claims filed:					
Total.....	267	276	296	267	1,900
Initial.....	210	213	228	210	1,411
Renewal.....	57	63	68	57	489
Claimants currently reporting to local offices.....	616	498	633	616*	422*
Regular.....	493	425	515	—	—
Seasonal benefit.....	123	73	118	—	—
Fishing.....	25	15	22	—	—
Beneficiaries (weekly average).. Weeks compensated.....	502 2,008	236 1,060	381 1,905	502* 2,008	323* 16,591
Benefit paid.....	\$61,239	\$30,800	\$50,765	\$61,239	\$448,603
Average weekly benefit.....	\$ 30.50	\$ 29.05	\$ 26.66	\$ 30.50	\$ 27.04

\* Monthly average.

# Recent Regulations

UNTIL recently, women were not permitted to work after midnight in Quebec. But the Industrial and Commercial Establishments Act was amended in December 1968 authorizing the Minister of Labour and Manpower to grant permits allowing women 18 years of age and over to work on the third shift.

Before the Minister may grant a permit, however, he must be satisfied that the nature of production, market conditions and other special circumstances make night work necessary and he must also consult the trade union representing the workers at the plant.

The Act specifies certain other conditions that must be met. Hours of work on the third shift are limited to eight, and work cannot begin before 11 p.m. or after midnight. A meal break of at least half an hour must be allowed around the middle of the shift, as well as two 10-minute rest periods in the intervals before and after the meal break. Wage rates for the night shift may not be less than for other shifts. If night-shift workers receive premium pay, the women on the shift must receive it also. In addition, women who leave work before 7 a.m. must be provided with free, safe and convenient transportation to their homes.

The Act gave the Lieutenant Governor in Council power to establish other conditions that have to be met before a permit may be issued. These conditions were established by an Order in Council (No. 504) published in the Quebec Official Gazette on March 15, 1969.

At least one woman supervisor, nurse or first-aid attendant must be present on the night shift to look after the health and welfare of the women workers and there must be at least two women in each workroom or workshop.

An application for a permit must be made by the head of the enterprise on a special form. The permit is to be issued for a specific period which is not to be longer than a year. It must be posted prominently at the main entrance used by employees. Failure to comply with the conditions under which the permit was issued may result in its being revoked without notice.

The change in policy in Quebec with respect to night work of women in industry is in line with the conclusions of a five-member committee (L.G., June, 1967, p. 359) that was appointed by the Quebec Department of Labour to study the problem.

## Current Reports on Labour Legislation Now Available

The first of the 1969 series of Current Reports on labour legislation, prepared by the Legislation Branch of the Canada Department of Labour, is now available. These reports, issued each year while the legislatures are in session, cover all labour bills and other bills of general labour interest introduced in Parliament and in each of the Provincial Legislatures. They set out the underlying purpose, scope and substance of each bill and trace its progress until it either receives Royal Assent and becomes law or is dropped. Near the end of each year, the principal enactments of the year are reviewed in the LABOUR GAZETTE.

The first report reviews bills dealt with in Parliament and in the legislatures of New Brunswick, Ontario and Quebec in the final months of 1968. Among the government bills reviewed is the New Brunswick Public Service Labour Relations Act, which gives full collective bargaining rights to virtually all provincial civil servants and employees of government agencies, as well as to employees of regional library boards, school boards and hospitals. The Act, to be proclaimed in force, provides for the establishment of an independent Public Service Labour Relations Board, with duties and powers similar to those of labour relations boards functioning in the private sector.

The Act provides for conciliation (both a conciliation officer and a conciliation board) and for voluntary binding arbitration in the settlement of disputes arising in the negotiation of a collective agreement. If agreement is not reached and binding arbitration is not chosen, the employees may strike, after required procedures, including a strike vote and the declaration of a deadlock, have been complied with. Picketing during a strike is prohibited, and the employer is not permitted to replace a striking employee. The legislation also establishes a system for the adjudication of grievances of employees. The New Brunswick Workmen's Compensation Act was amended, raising the ceiling on annual earnings from

\$5,000 to \$5,500 for 1969 and to \$6,000 thereafter, and increasing certain other benefits.

In Quebec, the Public Protector Act was enacted, making Quebec the third province to establish the office of ombudsman. The Quebec Legislature enacted a number of laws in the labour field, including an Act to amend the Industrial and Commercial Establishments Act and Bill 290, which establishes a new labour relations system for the construction industry.

The amendments to the Industrial and Commercial Establishments Act raised the minimum age for employment from 14 to 16 years; reduced the maximum hours that women and boys under 18 may work in factories and shops; and made provision for night work of women in factories, subject to certain safeguards.

Under the new Construction Industry Labour Relations Act, the construction industry will henceforth be governed by regional or provincial decrees. Negotiations for the conclusion of a single collective agreement leading to the adoption of a decree are to be carried out by representative employer and employee associations. Construction unions will no longer be certified by the Labour Relations Commission. Instead, the Act recognizes two employee associations and five employer associations as representative for bargaining purposes. Other associations may be recognized as representative by the Minister of Labour and Manpower if they represent at least 20 per cent of employers or employees in a region or in the Province.

The Labour and Manpower Department Act changed the name of the Labour Department to the Department of Labour and Manpower, and gave the Minister new powers regarding the information that he may obtain and in respect to vocational training, retraining and related matters. The Advisory Council on Labour and Manpower Act changed the name and composition of the Superior Labour Council.

Single copies of these mimeographed Current Reports are available, on request, from the Legislation Branch.



# Decisions of the Umpire

A WOMAN claimant filed an initial application for unemployment insurance benefit and stated that she was last employed as a department head in a department store. She registered for work as a sales clerk. She voluntarily left her employment "to be home with my children while they are on holidays from school" during the summer months. The claimant was disqualified from receiving benefit because the insurance officer believed she was not available for work within the meaning of the Act.

Eleven months later, the claimant filed a renewal application for benefit, and again registered for work as a sales clerk. She reported employment with the same department store. She said that she had been taken out of her department and put on cash, although she was not a cashier. The employer reported that the claimant was leaving for the summer, which meant he would need time to train a replacement for her. He later added: "Last year, she requested the summer off and was granted and told she would be rehired in September. This was *not* a permanent arrangement. We do not and will not give a promise of that kind again."

The insurance officer notified the claimant that she was disqualified from receiving benefit for six weeks because she voluntarily left her employment "without just cause." She got an additional disqualification for as long as she failed to prove that she was available for work, and she had not shown that her domestic responsibilities enabled her to accept regular full-time work.

In her appeal to the board of referees, the claimant said, "Last years domestic responsibilities have nothing to do with this years unemployment... Reasons for quitting this job have been my poor health and nervous condition. I have been under doctors' care." A doctor's certificate was attached, which verified the claimant's statement, advising that she take part-time duties only.

When the board of referees heard the case, the claimant did not attend, nor was she represented. By majority decision, the board members maintained the two disqualifications and dismissed the appeal. The employee member on the board dissented on the grounds that she had been taken off her regular employment by the company and had therefore not voluntarily left her employment "without just cause." As for proving her availability for work, he submitted that she was available for the first two weeks of the summer, but was unavailable for the remainder of the summer period.

The claimant requested leave to appeal to the umpire for benefits during the two-month summer period, "during which the board unanimously found that the claimant had failed to prove her availability for employment." She was granted permission to appeal to the umpire, because there was a minority decision.

In his considerations and conclusions, the umpire noted that the woman's employer took her off her regular job as a sales clerk and put her to work as a cashier, which she was apparently unable to handle. The employer made this change, however, because the claimant had said she was leaving at the end of June and the employer wanted time to break in a new clerk in the claimant's regular position. "Under these circumstances," he said, "I do not see how the claimant can say she had just cause for leaving. The six-week disqualification must therefore stand."

The question of the indefinite disqualification was more difficult in the umpire's view. He noted that the onus was on the claimant to prove herself available for work and in view of the history of her case, he was not satisfied that she had discharged this onus. The claimant's appeal was therefore dismissed.

# Railway Arbitration

Cases 142 to 145

Four disputes concerning deductions from time tickets, reduction of hours for the calculation of overtime, a claim for proportion of a monthly guarantee and payment for two firemen/Helpers who were temporarily promoted to the position of engineers, were heard by the Canadian Railway Office of Arbitration at hearings in Montreal on March 11, 1969. The arbitrator dismissed two grievances and allowed the other two. Summaries of the four cases Nos. 142, 143, 144 and 145 follow.

## CASE NO. 142

An ex parte dispute between the Canadian Pacific Railway Company (SD & PC Dept.) and the Brotherhood of Railroad Trainmen over the right of the company to deduct time from time tickets without notifying employees and giving reasons for the deductions.

The company deducted 19 hours and more from a chef's time ticket four times during three months in 1967. The Brotherhood contends that the chef was not notified and given reason for the deductions on the proper form used for notification of deductions; corrected time tickets were not returned to him; nor was he informed verbally of the deductions and the reasons.

The company contended that it did not violate the agreement and that the proceedings for final disposition of the grievance were not started within the time limits specified in the agreement. This award deals only with that preliminary objection.

There had been earlier discussions about the matter but the grievance procedure was not formally invoked by a letter until August 1968. The company replied in September and assured the brotherhood that all employees are notified of adjustments made in time claims. The brotherhood again wrote to the company in October but received no reply and wrote again in December, requesting that a joint statement of issue be submitted to arbitration. The company replied to this letter and said that no further action could be taken.

The collective agreement states that if an appeal is to be made regarding a claim not allowed, it must be presented in writing by the employee or his representative to the railway within 60 calendar days from the date he was advised the claim was not allowed. The company contended that proceedings were not instituted by the union within 60 days. The arbitrator said that the arbitration process was not sought to be invoked until after the expiry of the 60-day period. The arbitrator said that the decision of the company was binding and that he had no jurisdiction to hear the claim. He dismissed the grievance.

## CASE NO. 143

Dispute between the Canadian Pacific Railway Company (SD & PC Dept.) and the Brotherhood of Railroad Trainmen over the reduction of hours claimed by a steward for the purpose of calculating overtime.

The steward was out of service for 17 days. To calculate overtime, he claimed a reduction in the hours in the averaging period from 520 to 440, a reduction of 80 hours. The company reduced the hours in his averaging period by only 40 hours. The Brotherhood says that the company has violated an article in the collective agreement by declining the claim for a reduction.

The article says that 40 hours will be deducted for each "calendar week" that an employee is out of service "and not subject to wages for any reason other than regular layover." The arbitrator said that the reference to a "calendar week"

is surprising and "quite plainly leads to capricious and inequitable results."

In this case, the grievor was out of service for not only one full week but also parts of two other weeks. The arbitrator concluded that what was really meant is "that the maximum straight time hours in an averaging period will be reduced by 40 (hours) for each seven-day period the employee is out of service." He therefore allowed the grievance and said that the averaging period should have been reduced from 520 to 440 hours.

## CASE NO. 144

Dispute between the Canadian National Railway Company and the Brotherhood of Locomotive Engineers over a claim submitted by an engineer for his proportion of the monthly guarantee.

The engineer earned \$31.89 while manning a road assignment but submitted a claim for \$78.21. He said that this amount is owed to him as his proportion of the monthly guarantee. The company declined to pay.

The assignment was an "outpost" assignment set up as unassigned service. The value of the monthly guarantee for the assignment was \$569.10 for the full month or \$477.10 for 26 days when the assignment existed. The grievor claims 6/26 of that amount as his proportion. But the company says that the guarantee was used up before the grievor took over the assignment since another engineer had earned \$600.21 in the first 20 days. The company argued that the guarantee is directed to the assignment itself and not to the men working the assignment.

In the arbitrator's view, the brotherhood is correct and where more than one engineer fills the assignment in a given month, the guarantee is distributed *pro rata* among them. The arbitrator ruled that the engineer is entitled to his proportion of the guarantee and allowed the grievance.

## CASE NO. 145

Dispute between the Canadian National Railway Company and the Brotherhood of Locomotive Engineers over claims submitted by two men who were Firemen/Helpers temporarily promoted to perform service as engineers.

Both men, working on different days, were paid for their tours of duty at Firemen/Helpers' rates for the time in service in such positions and at engineer's rates while they acted as engineers. One grievor claimed 100 miles and the other claimed 104 miles. The men, said the arbitrator, are actually claiming that once they were required to work as engineers that they were then entitled to be paid for a basic day as engineers.

The grievors worked not only in two different classifications but under two different collective agreements, in the course of one continuous tour of duty. The brotherhood argued that pay should have been calculated under the provisions of each agreement separately, without regard to other payments made for the same day's work.

The arbitrator did not accept this argument saying that there are a number of provisions in the agreement that contemplate such a temporary promotion. "It is my view that the agreement contemplates the situation which occurred in this case, and permits the company to consider the total compensation received by the employees for a tour of duty." He dismissed the grievance.



# Certification

## *Before the CLRB*

The Canada Labour Relations Board met for one day during March. It granted eight applications for certification, rejected one, and ordered two representation votes. During the month, the Board received ten applications for certification, one request for the review of an earlier decision, and declared one request for review to have lapsed.

### **Applications for Certification Granted**

1. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Chauffeurs, Teamsters and Helpers, Local 395, General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters, Warehousemen and Helpers, Local 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Soo-Security Motorways, Ltd., Winnipeg, Man., working in and out of the provinces of Alberta, Saskatchewan, Manitoba and Ontario (L. G., Mar., p. 175).

2. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees in the Montreal, Hamilton, Toronto, Winnipeg and Vancouver terminals of REA Express (Canada) Ltd., Mississauga, Ont. (L. G., Apr., p. 243).

3. Winnipeg Flying Club Instructors' Association on behalf of a unit of flying instructors employed by The Winnipeg Flying Club, Winnipeg, Man. (L. G., Apr., p. 243).

4. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Nanaimo Marine Services Ltd., Nanaimo, B.C. (L. G., Apr., p. 243).

5. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees working in or out of the Regina Branch of Motorways Van Lines, Ltd., carrying on business under the name and style of Security Storage Division of Motorways Van Lines Ltd., Winnipeg, Man. (L. G., May, p. 284).

6. *Syndicat National des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by Central Mortgage and Housing Corporation at its Place Benoît Apartments, Ville St. Laurent, Que. (L. G., May, p. 284).

7. *Syndicat National des employés de S.C.H.L. (CSN)* on behalf of a unit of maintenance men and janitors employed by the Central Mortgage and Housing Corporation at its Terrasse Villeray Apartments, Montreal, Que. (L. G., May, p. 284).

8. Truckers, Cartagemen, Construction and Building Material Employees, Local Union 362, International Brotherhood

of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees working in or out of the Edmonton Branch of Motorways Van Lines, Ltd., carrying on business under the name and style of Security Storage Division of Motorways Van Lines Ltd., Winnipeg, Man. (L. G., May, p. 284).

### **Application for Certification Rejected**

Office and Professional Employees' International Union, Local 265, applicant, and J. C. Malone & Company (1959) Limited, Trois Rivières, Que., respondent (L. G., April, p. 243). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

### **Representation Votes Ordered**

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, applicant, Canadian National Railways, Montreal, Que., respondent (garage employees, Newfoundland area), United Transportation Union (formerly Brotherhood of Railroad Trainmen), intervener, International Association of Machinists and Aerospace Workers, intervener, and Division No. 4, Railway Employees' Department, intervener (L. G., March, p. 175).

The Board considered this application and the U.T.U. application cited below, and following a hearing issued Reasons for Judgment finding employees at St. John's and Port aux Basques, Nfld., engaged in the maintenance, repair and servicing of CNR road transport vehicles, to be separately appropriate for collective bargaining, and directing that a vote be taken to determine whether the employees in such unit desire to be represented by the B.R.A.S.C., or by the U.T.U., or neither (Returning Officer: W. J. Gillies).

2. United Transportation Union (formerly Brotherhood of Railroad Trainmen), applicant, Canadian National Railways, Montreal, Que., respondent (bus and garage service employees, Newfoundland area), Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, intervener, International Association of Machinists and Aerospace Workers, intervener, and Division No. 4, Railway Employees' Department, intervener (L. G., March, p. 175).

In Reasons for Judgment (see also the case above), the Board found to be appropriate a unit of employees consisting of bus drivers employed in the CNR road cruiser highway bus service

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

in the Newfoundland area. The Board ordered that the name of the United Transportation Union should appear on the ballot (Returning Officer: W. J. Gillies).

#### Applications for Certification Received

1. Brotherhood Railway Carmen of the United States and Canada on behalf of a unit of garage personnel employed in the Newfoundland area by Canadian National Railways (Investigating Officer: W. J. Gillies).

2. Vancouver Harbour Employees' Association on behalf of a unit of office employees of Empire Shipping Company Limited, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

3. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of employees of The Ralph M. Parsons Construction Co. of Canada Ltd., Whitehorse, Y. T. (Investigating Officer: D. H. Cameron).

4. Berjian Enterprises Employees Union on behalf of a unit of employees of Berjian Enterprises Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

5. Professional Transport Workers' Union of Canada on behalf of a unit of truck drivers and transport operators employed by Willms Transport (1964) Ltd., Moose Jaw, Sask. (Investigating Officer: A. E. Koppel).

6. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Okanagan Helicopters Ltd., Richmond, B.C. (Investigating Officer: D. H. Cameron).

7. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Canadian Helicopter Overhauls Ltd., Richmond, B.C. (Investigating Officer: D. H. Cameron).

8. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mail drivers employed by W. D. Calderone, Scarborough, Ont. (Investigating Officer: K. Hulse).

9. Labourers' International Union of North America, Local 183, on behalf of a unit of employees employed at Espanola, Ont., by Agnew Lake Mines Limited, Toronto Ont. (Investigating Officer: K. Hulse).

10. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Borisko Brothers Limited, Scarborough, Ont. (Investigating Officer: H. A. Fisher).

#### Request for Review Received

The Board received a joint request under Section 61 (2) of the Act from the International Association of Machinists and Aerospace Workers and the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., seeking amendment of an order of the Board made December 18, 1961, that certified the union as bargaining agent of a unit of employees in the company's Catering Department (L. G. 1962, p. 155). The parties request that the certificate be amended to include certain employees classified as chef.

#### Request for Review Lapsed

Request by Anvil Mining Corporation Limited, Whitehorse, Y.T., for review of an order of the Board dated May 14, 1968, that certified the United Steelworkers of America, Local Union No. 1051, as bargaining agent of a unit of workers employed in the Faro Camp, Rose Creek, Vangorda Area of the Yukon Territory (L. G., Sept. 1968, p. 544).

## Unemployment Insurance Fund — January

Insurance registration statistics relating to employers and employees who have made contributions to the Unemployment Insurance Fund are no longer available from the Unemployment Insurance Commission.

Benefit control statistics show that, during January, 34,590 investigations were finalized across Canada. Of these, 31,213 were on-premises investigations, and 274 were selective investigations of claims to verify the fulfilment of statutory conditions. The remaining 1,344 formal investigations and 1,759 postaudit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,532. Prosecutions were commenced in 185 cases, one against an employer and 184 against claimants. These do not include employer prosecutions commenced by the Revenue Branch, and do not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in January totalled \$52,977,474.66 compared with \$55,652,120.58 in December and \$37,436,649.13 in January 1968.

Benefits paid in January totalled \$61,239,268.08 compared with \$30,800,219.41 in December and \$50,764,705.33 in January 1968.

The balance in the Fund on January 31 was \$417,873,126.52 compared with \$426,134,919.94 on December 31 and \$356,313,090.13 on January 31, 1968.

### February

Benefit control statistics for February 1969 show that 45,034 investigations were finalized across Canada. Of these, 41,769 were on-premises investigations and 707 were selective investigations of claims to verify the fulfilment of statutory conditions. The remaining 760 formal investigations and 1,798 postaudit investigations

were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,275. Prosecutions were commenced in 113 cases, two against employers and 111 against claimants. This does not include employer prosecutions commenced by the Revenue Branch, and these statistics do not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in February totalled \$49,850,946.12 compared with \$52,977,474.66 in January and \$31,775,305.25 in February 1968.

Benefits paid in February totalled \$67,393,893.92 compared with \$61,239,268.08 in January and \$59,548,128.21 in February 1968.

The balance in the Fund on February 28 was \$400,330,178.72 compared with \$417,873,126.52 on January 31 and \$328,540,267.17 on February 29, 1968.



# Conciliation

## *Before the Minister of Labour*

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. *Aeronaves de Mexico, S.A.*, Montreal and Toronto, and the International Association of Machinists and Aerospace Workers (Conciliation Officer: K. Hulse).
2. Robin Hood Flour Mills Limited, Saskatoon, Sask., and Local 342, United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel).
3. Veteran Transfer Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron).
4. C. J. C. H. Limited, Halifax, N.S., and Local 1318, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane).
5. The Toronto Harbour Commissioners, and Local 186, Canadian Union of Public Employees (Conciliation Officer: T. B. McRae).
6. Millar and Brown Limited, Cranbrook, B.C., and the Office and Technical Employees Union, Local 15 (Conciliation Officer: D. H. Cameron).
7. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. S. Tysoe).
8. Nordair Limited, Montreal International Airport, and Canadian Air Line Pilots' Association (Conciliation Officer: S. T. Payne).
9. National Harbours Board, Quebec Harbour, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier).
10. Coast Ferries Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).
11. Central Alberta Dairy Pool, Transport Division, Red Deer, Alta., and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987 (Conciliation Officer: D. H. Cameron).

### Settlements by Conciliation Officers

1. Motor Transport Industrial Relations Bureau of Ontario

(Inc.) (representing 11 trucking companies in Quebec) and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: C. E. Poirier) (L. G., May, p. 283).

2. Tank Truck Transport Limited, Rexdale, Ont., and General Truck Drivers' Union, Local 938, Toronto; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, Kingston; Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, Windsor; and Transport Drivers, Warehousemen and Helpers' Union, Local 106, Montreal (Conciliation Officer: T. B. McRae) (L. G., May, p. 283).

3. The Bell Telephone Company of Canada, and the Office and Professional Employees International Union, Local 131 (Directory Advertising Sales Employees, Western Region, Toronto, Ont.) (Conciliation Officer: H. A. Fisher) (L. G., May, p. 283).

4. St. Hyacinthe Express Inc., St. Hyacinthe, Que., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne) (L. G., May, p. 283).

5. Western Cartage & Storage (1962) Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron) (L. G., May, p. 283).

6. Eastern Transport Limited, Truro, N.S., and Local 505, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane) (L. G., May, p. 283).

7. Merrifield Transport Co. Ltd., Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: K. Hulse) (L. G., May, p. 283).

8. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (Office and Technical Unit) (Conciliation Officer: K. Hulse) (L. G., April, p. 244).

9. Canadian Freightways Limited, Calgary, Alta., and Los Angeles—Seattle Motor Express Incorporated, Burnaby, B.C., and Office and Technical Employees' Union, Local 15 (Conciliation Officer: D. H. Cameron) (L. G., April, p. 244).

10. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (Conciliation Officer: D. S. Tysoe) (L. G., Feb., p. 105).

11. Denison Mines Limited, Elliot Lake, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: K. Hulse) (L. G., Feb., p. 105).

This section covers proceedings under the Industrial and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

12. Canadian Broadcasting Corporation, and Building Service Employees International Union, Locals 204, 183, 383 and 323-A (Conciliation Officer: J. S. Gunn) (L. G., Oct. 1968, p. 596).

13. MacCosham Van Lines (Calgary) Ltd., and the Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: D. H. Cameron) (L. G., April, p. 244).

#### Conciliation Boards Appointed

1. H. W. Bacon Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (L. G., May, p. 283).

2. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Plant Division) (L. G., April, p. 244).

3. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Traffic Division) (L. G., April, p. 244).

4. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Clerical Division) (L. G., April, p. 244).

5. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Local 96, Brotherhood of Maintenance of Way Employees (L. G., March, p. 176).

#### Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with a dispute between Smeed's Moving and Storage Limited, Regina, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., May, p. 283) was fully constituted in March with the appointment of Dallas W. Smythe, Regina, as Chairman. Mr. Smythe was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Hamilton, and union nominee K. W. Busch, both of Regina.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767, International Association of Machinists and Aerospace Workers (employees of the mechanical, clerical and catering departments, and licensed and unlicensed personnel on the M.V. *Inland*) (L. G., May, p. 283) was fully constituted in March with the appointment of Judge Harold Lande, Montreal, as chairman. Judge Lande was appointed by the

Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Paul F. Renault, Q.C., and union nominee Marc Lapointe, Q.C., both of Montreal.

#### Board Report Received

Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (L. G., March, p. 176).\*

#### Conciliation Boards not Appointed

1. Western Cartage & Storage (1962) Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction & Building Material Employees, Local 362 (See above).

2. Air Canada, Montreal, and District Lodge 148, International Association of Machinists and Aerospace Workers (L. G., May, p. 283).

3. North Shipping and Transportation Limited, Quebec, Que., and Seafarers' International Union of Canada (L. G., April, p. 244).

#### Settlements after Board Procedure

1. Canadian Broadcasting Corporation and Association of Radio and Television Employees of Canada (see above) (Mediation provided by Honourable Bryce Mackasey, C. E. Poirier, and J. S. Gunn).

2. Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (L. G., April, p. 244) (A. E. Koppel assisted the parties in the final settlement of this dispute).

#### Settlements by Mediation

1. Canadian National Railways, and the United Transportation Union (W. P. Kelly, Director, Conciliation and Arbitration Branch, acted as special mediator).

2. Canadian Pacific Railway Company, and the United Transportation Union (W. P. Kelly, Director, Conciliation and Arbitration Branch, acted as special mediator).

#### Strike Terminated

Maple Leaf Mills Limited, St. Boniface, Man., and Local 534, United Packinghouse, Food and Allied Workers (L. G., April, p. 244) (Strike began March 10 and terminated March 22) (A. E. Koppel assisted the parties in the final settlement of this dispute).

\*Full text appear in Supplement No. 2, 1969

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if

they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes In-

vestigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.



# Publications

## *In the Library*

List No. 243

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

### **Commissions of Inquiry**

1. Canada. Parliament. Senate. Special Committee on Science Policy. *Proceedings. Phase 1*. Second session of the Twenty-seventh Parliament, 1967-1968. [Ottawa, Queen's Printer, 1968]. 328p.

Hon. Maurice Lamontagne, chairman.

The Senate Special Committee on Science Policy was appointed "to consider and report upon the scientific policy of the Federal Government with the object of appraising its priorities, its budget and its efficiency . . . [and] to inquire into and report upon the following: (a) recent trends in research and development expenditures in Canada as compared with those in other industrialized countries; (b) research and development activities carried out by the Federal Government in the fields of physical, life and human sciences; (c) federal assistance to research and development activities carried out by individuals, universities, industry and other groups in the three scientific fields mentioned above; and (d) the broad principles, the long-term financial requirements and the structural organization of a dynamic and

efficient scientific policy for Canada."

2. Canada. Royal Commission on Bilingualism and Biculturalism. *Report. Book II: Education*. Ottawa, Queen's Printer, 1968. 350p.

3. U.S. President's Commission on Postal Organization. *Towards postal excellence; the report of the President's Commission on Postal Organization*. Washington [GPO] 1968. 212p.

This Commission was set up to examine postal operations and to make recommendations for improving them. One of the major recommendations is the establishment of a government-owned corporation to operate the postal service.

### **Conferences**

4. Industrial Relations Research Association. *Proceedings of the 1968 annual Spring meeting, Columbus, Ohio, May 2-3, 1968*. Edited by Gerald G. Somers. [Chicago, Commerce Clearing House, inc., 1968]. 451-531p.

The papers fall under three major topics: (1) employment problems of the disadvantaged, including the role of private management, job search, training, job placement, and incentives for welfare recipients; (2) industrial relations aspects of academic administration; and (3) co-ordinated bargaining, with the viewpoints of a union spokesman, a management representative, and an academic economist.

5. Quebec (City). Université Laval. Département des relations industrielles. *Le syndicalisme Canadien; une réévaluation* [par]

Gérard Dion [et al.]. Québec, Les Presses de l'Université Laval, 1968. 293p.

Le rapport du 23e Congrès des relations industrielles de l'Université Laval tenu à Québec les 22 et 23 avril 1968.

Contenu: Les objectifs syndicaux traditionnels et la société nouvelle, par Jean-Réal Cardin. Les structures syndicales et objectifs syndicaux, par Stuart Jamieson. La démocratie syndicale, par Gérard Dion. Les rivalités syndicales: force ou faiblesse, par Evelynne Dumas. Le syndicalisme et les travailleurs non-syndiqués, par Léo Roback. L'extension de la formule syndicale à des secteurs non-traditionnels, par Shirley B. Goldenberg. Le syndicalisme et la participation aux décisions économiques, par Bernard Solasse. Les syndicats et l'action politique, par Vincent Lemieux. Le syndicalisme, la société nouvelle et la pauvreté, par L'honorable Maurice Lamontagne. Annexe I. Le syndicalisme au Canada, par Gérard Dion. Annexe II. La concurrence syndicale dans le Québec.

**Economic Conditions**

6. Caves, Richard Earl. *Britain's economic prospects* [by] Richard E. Caves and associates. Washington, Brookings Institution [1968]. xvi, 510p.

Contents: Fiscal policy, by Richard A. and Peggy B. Musgrave. Monetary policy, by John H. Kareken. Incomes policy, by David C. Smith. The balance of payments, by Richard N. Cooper. British trade performance, by Lawrence B. Karuse. Economic growth, by Edward F. Denison. Market organization, performance, and public policy, by Richard E. Caves. Collective bargaining and industrial efficiency, by Lloyd Ulman. Alternatives for public expenditure, by William G. Shepherd. Science and technology, by Merton J. Peck. Policy priorities: an epilogue.

7. Denton, Geoffrey. *Economic planning and policies in Britain, France and Germany* [by] Geoffrey Denton, Murray Forsyth [and] Malcolm MacLennan. London, George Allen & Unwin [1968]. 424p.

Contents: Introduction: planning and the market. Germany: the competitive order. France: a national program. The United Kingdom. The contribution of indicative programmes. Monetary and credit policy. Fiscal policy. Public expenditure. Prices, incomes and the labour market. Regional policies and planning. The balance of payments. Planning in the European Economic Community. Conclusions.

**Employment Management**

8. Great Britain. National Board for Prices and Incomes. *Job evaluation; supplement [to Board's Report No. 83]*. London, HMSO, 1968. 65p.

As well as describing job evaluation schemes in Britain and in Sweden, Germany, and the U.S.A., this report contains 4 case studies pertaining to British companies.

9. Great Britain. National Board for Prices and Incomes. *Payment by results systems; supplement [to Board's Report no. 65]*. London, HMSO, 1968. [112]p.

Contains 17 papers of which 12 are case studies.

**Industrial Relations**

10. Eldridge, John E. T. *Industrial disputes: essays in the sociology of industrial relations*. London, Routledge & K. Paul; New York, Humanities Press, 1968. x, 277p.

This book deals with "the causes of strikes, demarcation [i.e. jurisdictional] disputes, the handling of redundancy questions, the effects of technological change on management-worker relations, the role of plant bargaining and the effectiveness of established procedures in regulating industrial relations in specified contexts."

11. Great Britain. Royal Commission on Trade Unions and

Employers' Associations. *Two studies in industrial relations: 1. The position of women in industry*, by Nancy Seear. 2. *Changing wage payment systems*, by Robert B. McKersie. London, HMSO, 1968. 66p.

Miss Seear tells in her paper why women workers in British industry do not enjoy the same job opportunities as men. Professor McKersie in his paper surveys the main advantages and disadvantages of five different methods of payment and discusses the optimum characteristics of a wage payment system.

12. Sloane, Arthur A. *Labor relations* [by] Arthur A. Sloane [and] Fred Witney. Englewood Cliffs, N.J., Prentice-Hall [1967]. xi, 450p.

Contents: Organized labor and the management community: an overview. The historical framework. The legal framework. Union behavior: structure, government and operation. At the bargaining table. Administration of the agreement. Wage issues when under collective bargaining. Economic supplements under collective bargaining. Institutional issues under collective bargaining. Administrative issues under collective bargaining.

**Labour Laws and Legislation**

13. Szászy, István. *International labour law; a comparative survey of the conflict rules affecting labour legislation and regulations*. Edited by Louis A. De Pinna. Leyden, A. W. Sijthoff, 1968. 465p.

The author, a distinguished Hungarian jurist, presents a detailed survey of international literature, legislation and legal practice relating to labour legislation. The book contains informative material on practices in Communist countries in Europe.

14. Verge, Pierre. *Droit du travail*. [Québec] Faculté de Droit, Université Laval, 1968. 1 v. (various pagings).

L'objet de ces quatorze leçons "est de présenter, dans leur ensemble, sommairement, les grands thèmes du droit du travail en vigueur au Québec."

**Labour Organization**

15. Robin, Martin. *Radical politics and Canadian labour, 1880-1930*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1968. xi, 321p.

"The object of this study is to examine the origins, structure and ideology of radical politics and its relationship to organized labour in English-speaking Canada during the period 1880 to 1930."

16. Sayles, Leonard Robert. *The local union* [by] Leonard R. Sayles [and] George Strauss. Rev. ed. New York, Harcourt, Brace & World [1967]. ix, 174p.

Contents: An overview of the local. The grievance procedure in action. Conflicting interest groups. Group pressures upon union officers. Reaction of pressures and evaluation of grievances. The steward: man in the middle. The local-wide leader. The selection of union officers. Conflict and unity on the executive board. The local meeting: its functions and problems. Patterns of participation. Women and minority groups. The rank and file view their Union. Are unions democratic?

**Labour Supply**

17. Crossley, Vanessa. *Projection of the occupational composition of the Ontario labour force, 1971 by college of applied arts and technology areas*, by Vanessa Crossley and Ozay Mehmet. [Toronto] Research Branch, Ontario Dept. of Labour, 1968. 28, [16] p.

"The purpose of this study is to project the occupational composition of the labour force in 1971 for each area served



by one of Ontario's Colleges of Applied Arts and Technology."

18. Ontario. Department of Treasury and Economics. Economic Planning Branch. *Ontario labour force projections, 1968-1991*. [Toronto] 1968. 59p.

This is an up-to-date edition of *Population and labour force projections for the economic regions of Ontario, 1961-1986*, published in 1964 by the Economics Branch of the Ontario Department of Economics and Development.

Contents: Introduction. Methodology. Projected participation rates. Short-term projections, 1968-1971. Long-term projections, 1971-1991. Appendix A, High and low labour force projections. Appendix B, Ontario population projections.

### Management

19. National Industrial Conference Board. *Managing by — and with — objectives*, by Walter S. Wikstrom. New York, 1968. 77p.

"The report discusses the procedures used to determine objectives, the degree to which objectives are quantified, and the mechanisms used to ensure that the objectives of one manager do not conflict with those of others. It examines the use of objectives in controlling business operations and in appraising managerial performances." Five case studies of companies that use managing by objectives are included: Honeywell Incorporated, General Mills, Incorporated, St. Regis Paper Company, 3M Company, and Kimberley-Clark Corporation.

20. Whitman, Edmund S. *Plant relocation; a case history of a move*, by Edmund S. Whitman [and] W. James Schmidt. New York, American Management Association [1966]. 158p.

The General Foods Corporation, Jell-O Division, moved into a new food processing plant in Dover, Delaware which began operations in January 1964. The new plant replaced four older factories. General Foods Corporation wanted to have a record of the plant relocation indicating "the reasons for the move, the planning involved, how the actual move was made, a summary of lessons that were learned, and general guidelines that might prove useful in similar circumstances." This book tells about the move.

### Prairie Provinces

21. Prairie Provinces Cost Study Commission. *Report*. [Regina, Queen's Printer] 1968. xxxi, 463p.

The Commission was appointed by the Governments of the Provinces of Alberta, Saskatchewan and Manitoba in December 1966 "to inquire into and report into causes of price increases and their effects on standards of living as well as specific complaints of major increases and factors contributing thereto, in the Provinces of Alberta, Manitoba and Saskatchewan, in accordance with the terms of reference as set forth in the Commission."

22. Stabler, Jack C. *Prairie regional development and prospects*. [Saskatoon, Prairie Provinces Cost Study Commission? 1968?]. 110p.

### Public Employees

23. Canada. Public Service Staff Relations Board. *First Annual report. Premier Rapport annuel, 1967/68*. Ottawa, Queen's Printer; Imprimeur de la Reine, 1968.

English and French on opposite pages.

24. Heisel, W. D. *Questions & answers on public employee negotiation* [by] W. D. Heisel [and] J. D. Hallihan. Chicago, Public Personnel Association [1967]. 214p.

"This book provides a practical guide to those who must meet, confer, negotiate, and bargain with organized employees." Contents: Introduction. Establishing the labor-

management relationship. Subject matter of negotiations. Procedures for negotiation. Impasse procedures. Writing the agreement. Day-to-day union-management relationships. Legal aspects of labor-management relations. The future.

### White-Collar Employees

25. Canada Labour Views Company limited. *The office employee; a national study of work practices and labour law*. [1st ed. Toronto, 1968]. 272p.

"This book is concerned with working conditions applicable to office workers as negotiated and set forth in collective agreements; with the decisions of boards of arbitration and the interpretation the arbitrators have given to the various sections and the jurisprudence which has developed."

Contents: Current organization. The managerial function. The confidential capacity. The appropriate unit. Salary administration. Hours of work. Overtime. Vacations with pay. Statutory holidays. Union security. Maternity leave. Sick leave. Table of collective agreements.

26. Foltman, Felician Francis. *White- and blue-collar in a mill shutdown; a case study in relative redundancy*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1968. 132p.

The Wickwire Spencer Division of the Colorado Fuel and Iron Corporation, whose principal output was steel-wire products, closed down its plant near Buffalo, New York, in June 1963. Information for this study was collected from 486 respondents. This study is concerned with, among other things, differences between white-collar and blue-collar workers in adjusting to the plant shutdown, and the difficulties each group experienced in finding new jobs.

### Women

27. Australia. Women's Bureau. *Married women in industry; three surveys*. [Melbourne?] 1968. 27p.

Contents: Conditions of employment of married women in industry [by] Margaret J. Harris. A note on working wives [by] Helen Gepp. Employment of married women in forty Australian undertakings [by] Ann D. Mountain.

28. Bird, Caroline. *Born female; the high cost of keeping women down*, by Caroline Bird with Sara Welles Briller. New York, D. McKay Co. [1968]. xiii, 288p.

"This is a frankly feminist book. It counts the social, moral, and personal costs of keeping women down on the job and finds them high. . ."

### Miscellaneous

29. Hildebrand, George Herbert. *Poverty, income maintenance, and the negative income tax*. Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1967.

"Negative income tax" implies subsidies paid to poor families through the medium of the federal personal income tax in order to raise their low incomes so as to reduce or close the poverty income gap. The author reviews nine major forms of the negative income tax. Included is a summary comparison of plans, by major characteristics.

30. Toronto. University. Commerce Club. *The Commerce journal*, 1968. [Toronto, 1968]. 76p.

Partial contents: Management development — potential — then what? By J. R. Thamer. The Company of Young Canadians, by C. A. Ashley. The case for a National Securities Commission [by] J. A. Langford and D. L. Johnston. Managerial dynamics of organization of the retail sales chain (problems and concepts), by R. F. Chisholm. Canada in the Kennedy Round, by the Hon. R. H. Winters. Executive suite 1970: will accountants belong? By W. S. Devlin.

# STATISTICS SECTION

## Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*		7,919	+ 0.1	+ 4.1
(week ended March 22)				
Employed.....		7,471	+ 0.4	+ 4.9
Agriculture.....		466	+ 2.6	+ 0.9
Non-agriculture.....		7,005	+ 0.3	+ 5.2
Paid workers.....		6,487	+ 0.7	+ 5.8
At work 35 hours or more.....		6,003	0.0	+ 5.4
At work less than 35 hours.....		1,123	- 2.9	+ 5.7
Employed but not at work.....		345	+22.8	- 5.5
Unemployed.....		448	- 5.3	- 8.2
Atlantic.....		67	+ 1.5	+ 3.1
Quebec.....		190	+ 2.2	+ 0.5
Ontario.....		99	-14.7	-25.6
Prairie.....		48	- 7.7	- 4.0
British Columbia.....		44	-17.0	-13.7
Without work and seeking work.....		409	- 5.5	- 7.3
On temporary layoff up to 30 days.....		39	- 2.5	-17.0
INDUSTRIAL EMPLOYMENT (1961 = 100).....	February	121.1	+ 0.1	+ 3.4
Manufacturing employment (1961 = 100).....	February	122.3	+ 0.6	+ 3.9
IMMIGRATION.....	Year 1968	183,974	—	-17.5
Destined to the labour force.....	Year 1968	95,446	—	-20.2
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	March	80	+29.0	- 3.6
No. of workers involved.....	March	21,806	+41.0	-47.2
Duration in man days.....	March	164,250	+19.8	-75.9
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	February	\$115.37	+ 1.2	+ 7.6
Average hourly earnings (mfg.).....	February	\$ 2.72	+ 0.7	+ 9.2
Average hours worked per week (mfg.).....	February	40.1	+ 0.3	- 0.7
Average weekly wages (mfg.).....	February	\$108.81	+ 0.7	+ 8.2
Consumer price index (1961 = 100).....	March	123.2	+ 0.5	+ 3.9
Index numbers of weekly wages in 1961 dollars (1961 = 100).....	December	112.5	- 5.8	+ 2.2
Total labour income (thousands of dollars)†.....	December	3,022	- 2.4	+11.6
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100).....	February	166.0‡	+ 0.7‡	+ 9.1
Manufacturing.....	February	165.4‡	+ 1.3‡	+ 9.7
Durables.....	February	184.1‡	+ 0.8‡	+13.0
Non-durables.....	February	150.1‡	+ 1.8‡	+ 6.6
NEW RESIDENTIAL CONSTRUCTION**				
Starts.....	February	10,974	- 2.9	+66.5
Completions.....	February	10,439	+ 8.5	+ 7.8
Under construction.....	February	109,283	+ 0.8	+38.9

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

†Preliminary.

‡Seasonally adjusted.

\*\*Centres of 10,000 population or more.



## Tables

A-1 to A-3—Labour Force

E-1 to E-4—Unemployment Insurance

B-1—Labour Income

F-1 and F-2—Prices

C-1 to C-7—Employment, Hours and Earnings

G-1 to G-4—Strikes and Lockouts

### A—Labour Force

TABLE A-1—Regional Distribution, Week Ended March 22, 1969

	<i>Canada</i>	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairies</i>	<i>British Columbia</i>
	(in thousands)					
THE LABOUR FORCE.....	7,919	622	2,231	2,955	1,309	802
Men.....	5,400	431	1,535	1,992	892	550
Women.....	2,519	191	696	963	417	252
14-19 years.....	727	62	201	239	146	79
20-24 years.....	1,189	118	382	392	188	109
25-44 years.....	3,411	236	993	1,314	522	346
45-64 years.....	2,379	190	607	921	413	248
65 years and over.....	213	16	48	89	40	20
EMPLOYED.....	7,471	555	2,041	2,856	1,261	758
Men.....	5,038	373	1,378	1,917	854	516
Women.....	2,433	182	663	939	407	242
Agriculture.....	466	21	92	122	209	22
Non-agriculture.....	7,005	534	1,949	2,734	1,052	736
Paid workers.....	6,487	492	1,787	2,559	972	677
Men.....	4,245	325	1,185	1,674	608	453
Women.....	2,242	167	602	885	364	224
UNEMPLOYED.....	448	67	190	99	48	44
Men.....	362	58	157	75	38	34
Women.....	86	*	33	24	10	10
PERSONS NOT IN LABOUR FORCE.....	6,609	731	1,942	2,230	1,049	657
Men.....	1,801	239	524	566	297	175
Women.....	4,808	492	1,418	1,664	752	482

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended March 22, 1969

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	14,528	2,408	4,129	1,140	4,218	1,107	1,526
LABOUR FORCE.....	7,919	727	3,924	911	1,368	776	213
Employed.....	7,471	639	3,739	806	1,330	757	200
Unemployed.....	448	88	185	105	38	19	13
NOT IN LABOUR FORCE.....	6,609	1,681	205	229	2,850	331	1,313
PARTICIPATION RATE†							
1969—March 22.....	54.5	30.2	95.0	79.9	32.4	70.1	14.0
February 15.....	54.6	29.7	95.2	79.6	33.1	69.7	13.9
UNEMPLOYMENT RATE‡							
1969—March 22.....	5.7	12.1	4.7	11.5	2.8	2.4	6.1
February 15.....	6.0	12.1	5.1	11.6	3.3	2.7	6.6

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended March 22, 1969

	March 1969	February 1969	March 1968
(in thousands)			
TOTAL UNEMPLOYED.....	448	473	488
On temporary layoff up to 30 days.....	39	40	47
Without work and seeking work.....	409	433	441
Seeking			
Full-time work.....	387	408	423
Part-time work.....	22	25	18
Under 1 month.....	87	88	90
1-3 months.....	152	195	189
4-6 months.....	107	90	114
More than 6 months.....	63	60	48

SOURCE: Labour Force Survey, DBS.



## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Monthly Totals										
Year and Month	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	Totals **
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—January.....	70.8	722.2	243.3	29.3	181.2	49.9	386.9	886.1	134.9	2,718.1
February.....	71.3	715.5	236.1	30.9	180.1	50.6	386.7	898.3	142.8	2,726.0
March.....	72.2	721.2	236.8	29.0	184.9	51.4	391.3	911.1	146.5	2,758.7
April.....	70.5	744.7	241.7	25.7	198.9	51.6	398.9	918.2	151.3	2,819.8
May.....	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September.....	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November.....	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December*.....	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January†.....	75.9	787.4	268.9	24.5	184.5	54.1	438.9	1,011.2	146.2	3,005.7
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—January.....	70.8	739.4	242.2	33.7	209.4	50.7	394.9	897.3	142.5	2,802.9
February.....	71.0	728.1	242.9	33.9	212.0	51.7	397.3	905.4	143.1	2,807.9
March.....	71.7	730.5	247.4	35.0	213.1	52.9	399.9	918.8	143.7	2,835.6
April.....	73.0	752.9	246.3	34.2	215.5	52.6	403.3	927.1	146.2	2,873.9
May.....	72.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June.....	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July.....	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August.....	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September.....	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October.....	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November.....	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December*.....	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January†.....	76.1	804.3	268.4	28.3	212.0	53.6	447.6	1,026.0	159.5	3,099.0

\* Revised. † Preliminary.

† Includes post office wages and salaries. \*\* Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at December 1968, employers in the principal non-agricultural industries reported a total employment of 3,622,409. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a

sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
Average						
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965†.....	114.3	116.3	91.01	117.2	116.2	94.78
1966†.....	120.7	123.1	96.30	123.5	122.8	100.13
1967†.....	122.6	131.4	102.79	123.2	130.6	106.53
1967—December.....	120.5	131.1	102.49	119.8	132.1	107.83
1968—January.....	118.6	135.6	106.10	119.8	135.3	110.30
February.....	117.1	137.0	107.17	117.8	136.5	111.31
March.....	118.0	137.5	107.57	119.4	136.7	111.48
April.....	119.3	139.3	108.97	120.2	140.2	114.33
May.....	122.7	139.8	109.39	122.0	140.2	114.35
June.....	124.6	140.5	109.92	123.3	140.1	114.23
July.....	124.0	140.5	109.93	121.8	138.8	113.20
August.....	126.9	141.8	110.92	125.3	140.4	114.48
September.....	126.7	143.8	112.48	125.7	143.6	117.08
October.....	126.0	144.3	112.90	124.5	144.8	118.08
November*.....	125.7	144.9	113.37	124.0	145.6	118.70
December†.....	122.7	140.8	110.15	121.6	141.1	115.04

\*Revised. †Preliminary.

†Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	December 1968	November 1968	December 1967	December 1968	November 1968	December 1967
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	114.5	119.1	160.1	90.53	92.18	84.62
Newfoundland.....	113.4	121.6	115.6	97.71	100.56	91.44
Prince Edward Island.....	137.2	149.7	126.2	73.86	71.61	68.81
Nova Scotia.....	114.2	116.5	111.9	87.28	90.09	81.33
New Brunswick.....	113.7	117.8	114.3	91.65	91.46	85.68
Quebec.....	116.1	120.1	115.8	108.17	111.46	101.02
Ontario.....	127.9	130.4	124.7	113.61	117.18	105.74
Prairie Region.....	120.9	123.6	118.6	105.01	106.94	96.52
Manitoba.....	113.5	117.4	112.0	100.89	103.71	91.93
Saskatchewan.....	117.0	120.6	118.0	103.40	104.32	96.35
Alberta.....	128.9	130.1	124.4	108.68	110.42	100.10
British Columbia.....	128.6	130.8	124.2	120.06	124.63	112.26
CANADA.....	122.7	125.7	120.5	110.15	113.37	102.49
URBAN AREAS						
St. John's.....	136.4	142.1	141.1	84.80	88.90	78.78
Halifax.....	121.6	120.8	118.1	89.34	93.13	83.49
Sydney.....	99.0	99.8	102.9	95.95	97.47	91.14
Moncton.....	118.3	131.4	120.0	88.07	85.39	79.95
Saint John.....	117.3	110.3	110.9	88.39	91.36	85.98
Chicoutimi.....	108.8	111.1	102.7	123.28	126.72	119.38
Montreal.....	119.5	122.8	119.5	109.57	113.17	101.68
Quebec.....	116.1	118.4	112.4	94.40	95.75	87.07
Shawinigan.....	98.1	99.3	95.0	111.58	112.95	102.52
Sherbrooke.....	111.3	118.3	117.1	91.62	94.63	85.05
Trois-Rivières.....	109.6	112.2	110.4	102.86	107.00	92.80
Ottawa-Hull.....	132.2	134.4	126.0	102.66	104.64	94.67
Belleville.....	122.9	125.6	115.8	94.67	97.51	87.91
Brampton.....	273.1	274.2	257.7	112.79	116.13	103.79
Brantford.....	124.6	124.6	129.2	104.60	106.47	98.05
Fort William-Port Arthur.....	122.9	123.9	121.0	108.33	113.12	99.07
Guelph.....	135.1	137.6	135.4	101.46	107.37	93.41
Hamilton.....	121.4	120.6	118.6	116.18	118.29	109.19
Kingston.....	123.2	123.8	119.9	115.52	110.49	105.26
Kitchener.....	148.9	151.5	141.2	99.82	105.00	92.06
London.....	122.4	126.0	121.5	105.63	109.01	96.15
Niagara Falls.....	100.1	108.1	102.7	112.09	109.88	103.69
Oshawa.....	145.7	146.0	140.8	131.37	143.83	121.81
Peterborough.....	136.2	137.9	134.6	116.38	117.64	110.32
Sarnia.....	138.3	142.1	129.3	147.41	153.86	131.56
Sault Ste. Marie.....	122.2	122.3	116.0	127.04	127.57	119.34
Sudbury.....	119.4	120.9	109.4	137.14	138.28	127.97
St. Catharines.....	142.8	146.5	141.4	127.17	131.11	117.79
Timmins.....	70.8	71.6	80.0	99.57	101.86	95.48
Toronto.....	129.9	133.1	126.1	114.10	117.81	105.81
Welland.....	109.1	110.6	108.7	122.11	131.53	113.87
Windsor.....	155.4	157.2	153.8	125.33	135.73	122.68
Winnipeg.....	116.4	119.8	115.7	94.51	96.32	86.57
Regina.....	123.1	124.7	120.3	98.78	98.84	91.71
Saskatoon.....	145.0	150.5	141.5	97.74	100.66	91.15
Calgary.....	139.0	139.2	134.9	106.38	107.33	97.88
Edmonton.....	137.4	139.5	130.4	102.88	105.28	94.24
Vancouver.....	132.3	133.3	126.5	116.97	120.42	109.23
Victoria.....	123.7	123.3	126.4	103.78	105.08	97.01

\*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

						Trans- porta- tion, Commu- nication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services			Total Specified Industries
	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non- durables	Durables	Con- struc- tion				Non com- mercial Sector†	Com- mercial Sector†	Public Adminis- tration**	
(in thousands)												
CANADA												
Dec. 1968*	53.2	118.1	837.6	793.2	309.8	637.0	1,053.0	287.5	939.0	615.2	270.5	5,914.7
Nov. 1968*	66.1	120.3	864.8	805.9	382.3	651.0	1,040.8	288.2	933.2	626.7	279.7	6,059.0
Dec. 1967	64.1	116.1	799.6	775.3	308.2	632.5	979.4	264.2	867.4	559.9	263.0	5,629.8
NEWFOUNDLAND												
Dec. 1968*	1.4	5.7	8.7	1.5	6.2	14.4	17.5	2.0	17.9	7.5	6.6	89.5
Nov. 1968*	2.5	5.6	9.2	1.9	9.2	14.4	17.3	2.0	18.1	7.6	6.9	94.6
Dec. 1967	3.1	5.5	8.6	1.9	7.7	15.1	16.4	1.8	17.0	6.3	6.7	90.3
PRINCE EDWARD ISLAND												
Dec. 1968*	—	—	2.3	0.3	1.4	3.0	4.3	0.6	4.8	1.5	1.9	20.2
Nov. 1968*	—	—	2.4	0.5	2.0	3.6	4.3	0.6	4.8	1.5	1.8	21.6
Dec. 1967	—	—	1.5	0.4	1.6	3.3	3.8	0.6	4.5	1.6	2.0	19.3
NOVA SCOTIA												
Dec. 1968*	1.4	7.0	18.0	13.6	11.7	21.9	33.6	6.6	31.0	13.3	17.4	175.7
Nov. 1968*	2.2	7.0	18.6	14.0	14.4	22.0	33.8	6.7	31.0	14.0	18.0	181.8
Dec. 1967	1.7	7.2	16.5	15.1	10.4	20.9	30.5	6.3	28.7	12.0	16.7	166.0
NEW BRUNSWICK												
Dec. 1968*	5.0	2.2	16.2	10.7	8.0	21.1	27.0	4.4	24.9	9.8	8.9	138.2
Nov. 1968*	6.1	2.4	17.5	11.4	9.4	19.9	27.1	4.5	24.9	10.3	8.9	142.3
Dec. 1967	7.0	2.4	15.4	10.3	8.1	22.2	24.4	4.3	23.3	9.4	8.5	135.2
QUEBEC												
Dec. 1968*	15.4	23.8	315.0	194.0	65.8	176.3	261.1	79.8	263.6	160.5	50.2	1,605.6
Nov. 1968*	20.9	24.8	324.4	200.3	85.1	181.2	260.0	80.3	261.8	159.4	56.1	1,654.3
Dec. 1967	20.9	24.8	301.8	186.6	66.2	173.0	243.2	73.9	245.7	152.2	53.6	1,542.1
ONTARIO												
Dec. 1968*	11.3	34.4	365.4	450.4	130.3	205.0	417.9	124.0	351.9	248.5	119.7	2,458.8
Nov. 1968*	11.1	35.3	376.7	453.7	154.9	211.0	410.3	122.9	348.3	256.4	121.4	2,502.1
Dec. 1967	12.4	33.5	350.1	444.3	125.5	206.8	389.0	115.8	318.8	221.2	110.3	2,327.6
MANITOBA												
Dec. 1968*	0.6	6.7	27.3	19.8	13.9	44.3	53.3	12.8	43.2	29.7	13.4	265.0
Nov. 1968*	0.7	6.8	28.1	20.4	16.9	45.7	53.7	13.1	42.9	30.1	13.8	272.2
Dec. 1967	0.7	6.1	25.8	19.0	13.1	43.9	53.8	12.2	41.2	27.3	13.6	256.6
SASKATCHEWAN												
Dec. 1968*	0.5	5.0	9.5	5.2	11.4	25.7	42.1	8.4	40.0	19.7	11.2	178.7
Nov. 1968*	0.6	5.2	10.0	5.6	15.0	26.5	40.7	8.3	40.1	19.7	11.4	183.3
Dec. 1967	0.6	5.4	9.4	5.4	12.5	25.3	39.0	8.1	38.7	17.1	12.5	174.0
ALBERTA												
Dec. 1968*	1.7	21.5	26.2	24.1	31.1	47.5	85.9	18.7	76.6	50.2	22.1	405.6
Nov. 1968*	1.7	21.2	26.8	23.8	36.6	49.0	84.2	18.8	76.3	52.5	22.2	413.0
Dec. 1967	1.6	20.1	25.3	25.0	31.7	46.9	78.2	16.1	70.6	46.4	20.7	382.5
BRITISH COLUMBIA												
Dec. 1968*	16.0	9.4	49.0	73.4	29.1	76.4	110.1	30.0	83.5	73.3	17.0	567.2
Nov. 1968*	20.2	9.7	50.9	74.2	37.9	76.4	108.5	31.1	83.7	73.6	17.1	583.2
Dec. 1967	16.1	9.2	45.1	67.3	30.8	74.1	100.7	24.9	77.6	65.5	16.3	527.7

\*Preliminary. †Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

\*\*Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).



TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	December 1968	November 1968	December 1967	December 1968	November 1968	December 1967
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	108.2	109.7	107.2	141.78	145.15	133.36
Metals.....	102.1	102.8	101.1	142.81	145.30	134.48
Mineral fuels.....	103.6	102.9	103.8	149.75	148.79	140.75
Non-metals except fuels.....	112.1	117.5	112.6	131.31	136.88	122.27
Quarries and sand pits.....	84.7	105.0	92.5	109.00	125.28	97.35
Services incidental to mining.....	164.8	162.9	155.0	143.03	152.84	136.82
MANUFACTURING.....	121.6	124.0	119.8	115.04	118.70	107.83
Durable goods.....	133.6	134.8	131.0	122.74	128.80	115.58
Non-durable goods.....	111.9	115.3	110.7	107.60	109.14	100.42
Food and beverages.....	102.6	109.6	102.4	103.75	103.18	97.93
Foods.....	101.3	109.0	100.9	100.28	99.50	94.68
Beverages.....	111.0	114.0	111.4	123.71	125.33	116.33
Tobacco processing and products.....	108.7	114.3	113.2	110.78	113.67	101.42
Rubber products.....	123.9	125.1	119.9	116.64	124.68	110.61
Leather products.....	99.2	101.6	94.8	71.10	78.46	67.37
Textile products.....	119.0	121.0	117.6	96.27	98.68	89.71
Knitting mills.....	115.4	119.1	105.1	68.55	75.31	63.73
Clothing.....	104.3	108.1	105.1	66.09	71.99	60.92
Wood products.....	110.2	111.8	102.2	104.53	108.61	95.88
Furniture and fixtures.....	127.9	132.4	124.4	87.09	98.09	82.95
Paper and allied industries.....	117.7	117.2	117.1	138.04	137.33	125.53
Printing, publishing and allied industries.....	113.0	114.7	113.0	120.09	122.72	112.57
Primary metal industries.....	126.8	126.8	121.6	137.86	140.43	131.73
Metal fabricating industries.....	130.8	133.2	128.2	116.33	123.82	109.08
Machinery, except electrical.....	143.5	139.0	145.6	131.15	134.26	120.53
Transportation equipment.....	153.3	154.2	154.4	135.06	147.02	129.44
Electrical products.....	145.2	147.1	142.8	117.36	120.63	109.56
Non-metallic mineral products.....	114.0	119.6	112.7	120.49	125.85	110.37
Petroleum and coal products.....	102.2	102.5	101.0	173.73	172.24	162.68
Chemicals and chemical products.....	117.1	118.4	117.7	133.68	133.32	124.47
Miscellaneous manufacturing industries.....	138.7	144.7	131.4	97.65	100.98	92.14
CONSTRUCTION.....	103.1	123.6	103.4	120.53	142.67	113.37
Building.....	114.4	133.3	113.2	116.48	141.21	109.70
Engineering.....	83.6	107.0	86.4	130.10	145.82	121.68
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	109.5	110.9	108.1	126.04	126.48	115.38
Transportation.....	105.8	107.6	103.5	123.56	125.38	112.65
Storage.....	111.2	113.7	114.6	116.00	114.39	101.40
Communication.....	117.2	117.4	118.0	123.40	120.79	113.82
TRADE.....	139.4	137.9	134.6	89.06	88.27	81.56
Wholesale trade.....	123.6	125.3	120.7	113.64	112.85	103.03
Retail trade.....	148.2	144.7	142.3	77.73	76.53	71.46
FINANCE, INSURANCE AND REAL ESTATE....	133.5	133.3	128.4	109.75	109.38	100.44
Financial institutions.....	137.4	136.7	131.1	108.20	108.09	97.88
Insurance and real estate.....	128.2	128.6	124.8	111.98	111.22	104.07
SERVICE.....	155.3	160.1	149.2	81.65	81.48	76.54
Recreational services.....	132.0	142.3	126.5	74.26	74.09	68.37
Business services.....	173.9	179.0	163.6	127.47	125.21	120.06
Personal services.....	143.2	147.9	138.9	59.96	59.90	56.09
Miscellaneous services.....	184.8	186.9	178.9	84.23	86.89	80.89
INDUSTRIAL COMPOSITE.....	122.7	125.7	120.5	110.15	113.37	102.49

\*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.
	1968	1968	1967	1968	1968	1967	1968	1968	1967
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	40.0	42.5	41.0	3.22	3.17	2.97	128.80	134.62	121.90
Metals.....	40.1	41.7	40.9	3.34	3.30	3.10	133.86	137.60	126.76
Mineral fuels.....	42.4	42.3	43.0	2.69	2.66	2.48	113.99	112.56	106.65
Non-metals, except fuels.....	40.2	43.8	41.6	2.98	2.95	2.76	119.90	129.23	114.92
Quarries and sand pits.....	38.1	48.3	38.2	2.56	2.54	2.34	97.47	122.71	89.62
Services incidental to mining.....	37.5	43.2	39.2	3.58	3.48	3.31	134.38	150.41	129.71
MANUFACTURING.....	38.1	40.9	38.7	2.70	2.66	2.50	102.71	108.68	96.78
Durable goods.....	38.6	41.9	39.6	2.88	2.87	2.67	111.02	120.03	105.78
Non-durable goods.....	37.5	39.9	37.8	2.51	2.44	2.32	94.16	97.28	87.65
Food and beverages.....	37.4	39.1	38.4	2.43	2.36	2.26	90.99	92.42	86.85
Foods.....	37.2	38.9	38.1	2.36	2.29	2.21	87.83	89.03	84.01
Beverages.....	39.4	40.8	40.5	2.89	2.90	2.63	113.93	118.18	106.65
Tobacco processing and products.....	33.9	37.5	35.2	2.88	2.69	2.53	97.55	100.73	89.12
Rubber products.....	37.7	42.0	39.9	2.78	2.78	2.53	104.88	117.06	101.16
Leather products.....	34.4	39.9	35.3	1.83	1.81	1.70	62.99	72.09	59.82
Textile products.....	39.3	42.1	39.3	2.15	2.09	1.99	84.59	88.07	78.24
Miscellaneous textiles.....	36.7	40.4	36.6	2.20	2.18	2.07	80.79	88.29	75.83
Knitting mills.....	37.3	41.6	36.2	1.61	1.61	1.50	59.99	66.97	54.33
Clothing.....	32.2	36.8	32.7	1.81	1.77	1.63	58.19	65.13	53.35
Wood products.....	37.9	40.6	38.0	2.60	2.56	2.38	98.65	103.86	90.46
Furniture and fixtures.....	36.8	43.0	38.0	2.10	2.12	1.96	77.49	91.20	74.45
Paper and allied industries.....	40.9	41.4	39.9	3.16	3.11	2.92	129.22	128.95	116.39
Pulp and paper mills.....	42.3	41.5	40.8	3.44	3.42	3.18	145.43	141.90	129.65
Printing, publishing and allied industries....	36.6	38.3	37.0	3.14	3.14	2.89	114.83	120.25	106.94
Primary metal industries.....	39.4	41.1	39.9	3.26	3.21	3.07	128.41	131.77	122.54
Iron and steel mills.....	39.6	40.1	39.2	3.38	3.33	3.16	133.78	133.72	124.05
Metal fabricating industries.....	38.5	41.7	38.6	2.77	2.81	2.57	106.40	117.05	99.12
Machinery, except electrical.....	38.6	41.9	39.1	3.00	2.97	2.77	115.60	124.34	108.44
Transportation equipment.....	38.6	43.3	42.0	3.17	3.22	2.89	122.46	139.19	121.27
Aircraft and parts.....	39.2	42.4	40.9	3.09	3.06	2.81	121.07	129.99	115.11
Motor vehicles.....	39.0	43.7	43.1	3.29	3.38	2.99	128.52	147.65	128.65
Assembling.....	39.6	45.4	44.1	3.49	3.65	3.13	138.10	165.73	137.81
Parts and accessories.....	38.7	42.4	42.6	3.17	3.19	2.91	122.69	135.38	124.18
Shipbuilding and repairing.....	34.2	41.3	38.8	3.10	3.10	2.79	106.02	127.72	108.34
Electrical products.....	38.5	41.0	38.6	2.59	2.56	2.42	99.55	104.78	93.28
Communications equipment.....	38.1	40.5	37.9	2.49	2.43	2.32	94.90	98.18	87.86
Non-metallic mineral products.....	39.8	43.2	39.8	2.79	2.78	2.57	111.02	119.86	102.06
Petroleum and coal products.....	43.5	42.9	43.3	3.73	3.69	3.47	161.86	158.05	150.24
Chemical and chemical products.....	40.2	41.0	40.5	2.91	2.86	2.68	116.77	117.04	108.56
Miscellaneous manufacturing industries....	37.5	40.7	38.1	2.16	2.12	2.01	80.94	86.45	76.64
CONSTRUCTION.....	32.0	40.7	33.2	3.50	3.44	3.17	111.69	140.00	105.24
Building.....	30.0	39.2	31.2	3.57	3.53	3.26	107.00	138.59	101.79
General contractors.....	29.7	39.1	31.2	3.47	3.40	3.13	103.13	133.10	97.64
Special trade contractors.....	30.1	39.4	31.3	3.65	3.63	3.36	109.89	142.79	105.14
Engineering.....	36.8	43.7	37.8	3.35	3.27	2.99	123.07	143.09	113.24
Highways, bridges and streets.....	36.6	43.5	38.4	2.72	2.68	2.43	99.72	116.48	93.37
Other engineering.....	36.9	44.0	37.3	3.80	3.79	3.50	140.41	166.87	130.46
OTHER INDUSTRIES									
Urban transit.....	41.7	41.8	41.4	3.32	3.30	3.09	138.25	137.74	127.86
Highway and bridge maintenance.....	38.0	38.8	38.7	2.58	2.43	2.33	98.16	94.36	90.17
Laundries, cleaners and pressers.....	35.4	37.5	37.7	1.54	1.55	1.43	54.42	58.35	54.01
Hotels, restaurants and taverns.....	32.3	32.9	33.1	1.57	1.55	1.45	50.62	50.90	47.99

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).



**TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing**

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
1965†.....	41.0	2.12	86.89	116.7	108.0
1966†.....	40.8	2.25	91.95	123.1	110.2
1967†.....	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—December.....	38.7	2.50	96.78	130.0	110.1
1968—January.....	40.0	2.49	99.52	133.7	113.1
February.....	40.4	2.49	100.53	135.0	113.2
March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.42	140.3	117.1
June.....	40.4	2.57	103.94	139.7	116.0
July.....	40.0	2.56	102.23	137.4	113.8
August.....	40.4	2.59	104.63	140.5	116.1
September.....	41.0	2.62	107.43	144.3	118.9
October.....	40.9	2.64	108.22	145.4	119.2
November*.....	40.9	2.66	108.68	146.0	119.4
December†.....	38.1	2.70	102.71	138.0	112.5

\*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

**TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province**

	Average Weekly Hours*			Average Hourly Earnings*		
	December 1968	November 1968	December 1967	December 1968	November 1968	December 1967
				\$	\$	\$
Newfoundland.....	36.1	36.0	37.0	2.47	2.25	2.43
Nova Scotia.....	37.0	39.5	37.0	2.11	2.07	2.02
New Brunswick.....	39.3	41.0	39.4	2.25	2.16	2.15
Quebec.....	38.1	41.7	38.9	2.43	2.38	2.24
Ontario.....	38.4	41.1	39.0	2.82	2.80	2.62
Manitoba.....	37.5	39.9	37.9	2.37	2.37	2.21
Saskatchewan.....	38.8	40.5	39.3	2.88	2.82	2.62
Alberta.....	37.8	39.2	38.0	2.73	2.70	2.53
British Columbia.....	36.5	38.1	36.7	3.35	3.31	3.15

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower

Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 307, May issue.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1968—December.....	5,397,000	4,899,100	497,900
November.....	5,356,000	5,014,400	341,600
October.....	5,295,000	5,030,500	264,500
September.....	5,301,000	5,054,300	246,700
August.....	5,320,000	5,050,200	269,800
July.....	5,256,000	4,935,000	321,000
June*.....	5,262,000	4,970,900	291,100
May.....	4,727,000	4,405,600	321,400
April.....	4,859,000	4,284,000	575,000
March.....	4,894,000	4,237,100	656,900
February.....	4,864,000	4,204,500	659,500
January.....	4,881,000	4,247,700	633,300
1967—December.....	4,828,000	4,326,500	501,500

\*Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 a year.

**TABLE E-4—Benefit Payments, by Province, January 1969**

<i>Province</i>	<i>Weeks Paid</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	104,109	3,114,483
Prince Edward Island.....	23,756	685,804
Nova Scotia.....	107,110	3,142,734
New Brunswick.....	108,936	3,256,051
Quebec.....	603,506	18,525,899
Ontario.....	589,376	17,646,656
Manitoba.....	86,820	2,651,707
Saskatchewan.....	80,019	2,465,704
Alberta.....	85,118	2,665,755
British Columbia.....	218,934	7,084,475
Total, Canada, January 1969....	2,001,684	61,239,268
Total, Canada, December 1968....	1,060,154	30,800,219
Total, Canada, January 1968....	1,904,509	50,764,705

**TABLE E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province**

<i>Province</i>	<i>January 1969</i>			<i>January 1968</i>		
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total</i>	<i>Initial</i>	<i>Renewal</i>
CANADA.....	267,291	210,201	57,090	295,843	228,066	67,777
Newfoundland .....	9,701	8,330	1,371	11,672	9,930	1,742
Prince Edward Island .....	2,145	1,837	308	2,222	1,900	322
Nova Scotia .....	14,341	12,098	2,243	18,167	15,137	3,030
New Brunswick .....	10,671	8,923	1,748	14,124	11,219	2,905
Quebec .....	76,530	58,123	18,407	88,778	66,815	21,963
Ontario .....	78,567	59,463	19,104	95,132	70,425	24,807
Manitoba .....	10,098	8,293	1,805	11,102	9,183	1,919
Saskatchewan .....	9,690	8,182	1,508	9,600	8,239	1,361
Alberta .....	14,465	11,817	2,648	12,699	10,398	2,301
British Columbia .....	41,083	33,135	7,948	32,347	24,820	7,527

\*In addition, revised claims numbered 54,173.



TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 31, 196

Province and sex	Total claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants January 31, 1968
		1-4	5-13	14-26	27 or more*	
CANADA.....	615,960	272,539	240,820	66,679	35,922	633,292
Male.....	447,589	211,791	181,553	35,694	18,551	468,391
Female.....	168,371	60,748	59,267	30,985	17,371	164,901
NEWFOUNDLAND.....	34,663	12,170	19,172	2,436	885	34,198
Male.....	31,115	11,101	17,772	1,718	524	31,031
Female.....	3,548	1,069	1,400	718	361	3,167
PRINCE EDWARD ISLAND.....	6,687	2,295	4,012	245	135	7,235
Male.....	5,216	1,764	3,266	108	78	5,376
Female.....	1,471	531	746	137	57	1,859
NOVA SCOTIA.....	32,953	15,192	13,398	2,783	1,580	35,372
Male.....	26,063	12,388	10,728	1,807	1,140	28,694
Female.....	6,890	2,804	2,670	976	440	6,678
NEW BRUNSWICK.....	32,513	12,067	16,314	2,832	1,300	33,585
Male.....	24,838	10,020	12,287	1,720	811	26,828
Female.....	7,675	2,047	4,027	1,112	489	6,757
QUEBEC.....	187,039	81,212	72,622	21,887	11,318	193,211
Male.....	137,974	63,745	55,942	12,482	5,805	147,624
Female.....	49,065	17,467	16,680	9,405	5,513	45,587
ONTARIO.....	165,089	76,308	54,918	20,604	13,259	184,037
Male.....	103,342	53,021	34,246	9,395	6,680	119,803
Female.....	61,747	23,287	20,672	11,209	6,579	64,234
MANITOBA.....	22,710	9,792	9,638	2,133	1,147	25,415
Male.....	16,944	7,526	7,766	1,095	557	19,253
Female.....	5,766	2,266	1,872	1,038	590	6,162
SASKATCHEWAN.....	22,267	9,624	9,817	1,968	858	20,201
Male.....	17,891	7,892	8,471	1,168	360	16,106
Female.....	4,376	1,732	1,346	800	498	4,095
ALBERTA.....	27,788	13,702	9,843	2,839	1,404	25,729
Male.....	21,063	11,250	7,931	1,282	600	19,554
Female.....	6,725	2,452	1,912	1,557	804	6,175
BRITISH COLUMBIA.....	84,251	40,177	31,086	8,952	4,036	74,309
Male.....	63,143	33,084	23,144	4,919	1,996	54,122
Female.....	21,108	7,093	7,942	4,033	2,040	20,187

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—March.....	118.6	119.9	117.1	120.5	114.0	125.1	118.1	119.0
April.....	119.3	120.8	117.6	121.2	114.4	126.9	117.8	121.2
May.....	119.3	120.1	117.9	120.7	114.5	127.4	119.2	121.3
June.....	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July.....	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August.....	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September.....	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October.....	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February.....	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March.....	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
(1949 = 100)								
March.....	159.2*							

\*For an interim period the all-items index only will be published on both the 1961 and the 1949 base.

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of March 1969**

	<i>All-Items</i>			<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recrea- tion and Reading</i>	<i>Tobacco and Alcohol</i>	
	<i>March 1969</i>	<i>Feb. 1969</i>	<i>March 1968</i>								
	(1961 = 100)										
St. John's, Nfld.....	118.2	117.8	113.6	117.4	113.0	125.2	111.2	128.0	108.8	142.4	
Halifax.....	115.9	115.5	112.5	122.3	110.2	120.9	106.7	131.0	121.1	113.1	
Saint John.....	117.1	116.3	113.9	122.2	110.3	124.0	116.4	125.1	124.1	113.1	
Montreal.....	120.0	120.4	116.7	122.5	112.4	121.2	117.9	124.8	136.8	127.7	
Ottawa.....	120.8	120.1	117.1	125.1	112.3	124.3	118.4	131.9	130.4	124.8	
Toronto.....	121.9	121.2	117.9	122.2	116.8	127.0	125.2	129.1	121.0	123.6	
Winnipeg.....	120.9	120.4	116.6	123.0	111.4	130.2	119.3	136.5	123.8	128.1	
Saskatoon-Regina.....	117.7	117.7	114.8	121.3	112.1	124.4	112.1	123.9	122.0	120.8	
Edmonton-Calgary.....	119.6	119.2	115.0	123.0	114.1	123.8	117.4	131.8	124.6	114.3	
Vancouver.....	117.6	117.3	114.2	122.8	111.9	122.7	115.7	125.8	117.0	112.3	

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes

and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**TABLE G-1—Strikes and Lockouts, 1964-69**

Month or Year	Strike and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strike and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
*1968.....	481	512	223,562	5,175,670	0.32
*1968—March.....	37	83	41,296	682,180	0.53
April.....	42	86	41,751	324,790	0.25
May.....	64	116	30,993	410,710	0.30
June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
*1969—January.....	33	64	10,048	125,680	0.09
February.....	26	62	15,467	137,070	0.11
March.....	38	83	22,696	169,120	0.13

\*Preliminary

**TABLE G-2—Strikes and Lockouts, March 1969 by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	475	810
Mines.....	5	1,231	8,930
Manufacturing.....	49	10,208	107,080
Construction.....	12	2,860	22,680
Transportation and utilities.....	5	7,291	22,580
Trade.....	3	266	3,870
Finance.....	—	—	—
Service.....	7	335	2,540
Public administration.....	1	30	630
ALL INDUSTRIES.....	83	22,696	169,120

**TABLE G-3—Strikes and Lockouts, March 1969 by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	1,200	1,200
Prince Edward Island.....	—	—	—
Nova Scotia.....	5	1,585	4,500
New Brunswick.....	3	938	1,070
Quebec.....	10	1,172	8,680
Ontario.....	44	12,922	128,510
Manitoba.....	—	—	—
Saskatchewan.....	3	382	4,820
Alberta.....	3	231	3,010
British Columbia.....	9	1,259	8,660
Federal.....	5	3,007	8,670
ALL JURISDICTIONS.....	83	22,696	169,120

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1969 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			March	Accumulated		
FORESTRY						
MacMillan Bloedel Ltd., Vancouver Island, B.C.	Woodworkers (AFL-CIO/CLC)	475	810	810	Mar. 7 Mar. 12	Alleged grievances—Return of workers.
MINES						
Metal						
Granduc Mines Limited, Stewart, B.C.	Labourers Loc. 168 (AFL-CIO/CLC)	171	3,420	3,420	Mar. 4 —	5-day work week—
*Denison Mines Ltd., Elliot Lake, Ont.	Steelworkers Loc. 5762 (AFL-CIO/CLC)	700	1,400	1,400	Mar. 13 Mar. 17	Alleged grievances including work scheduling, etc.—Pickets with- drawn at union request.
Non-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	340	340	Mar. 30 —	Wages—
MANUFACTURING						
Food and Beverages						
Nova Scotia Co-operative Abattoir Ltd., Halifax, N.S.	Teamsters Loc. 927 (Ind.)	100	2,100	6,500	Dec. 30 —	Wages, working conditions—
Nestle (Canada) Ltd., Chesterville, Ont.	Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC)	199	4,180	5,180	Feb. 22 —	Wages—
Gerber Products of Canada Ltd., Niagara Falls, Ont.	District 50 (U.M.W.A.) Loc. 14059 (Ind.)	140	2,940	3,640	Feb. 24 —	Wages, vacations—
Quaker Oats Co. of Canada Ltd., Saskatoon, Sask.	Packinghouse Workers Loc. 418 (AFL-CIO/CLC)	143	3,000	3,570	Feb. 25 —	Wages, shift premiums, vacations —
*Maple Leaf Mills Ltd., St. Boniface, Man.	Packinghouse Workers Loc. 534 (AFL-CIO/CLC)	140	1,350	1,350	Mar. 10 Mar. 22	Wages—30¢ an hr. increase retro- active July 1, 1968, 26¢ July 1, 1969, 20¢ July 1, 1970; other improved benefits.
Rubber						
Chicago Rawhide, Brantford, Ont.	Auto Workers Loc. 397 (CLC)	129	2,580	8,000	Nov. 9 Mar. 31	Wages, hours—Wage increase, other improved benefits.
Textiles						
Canadian Celanese Ltd., Sorel, Que.	Textile Workers' Union Loc. 1621 (AFL-CIO/CLC)	702	1,660	1,660	Mar. 21 —	Wages—
Wood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,210	7,670	Dec. 17 —	Wages, fringe benefits, holidays—
Furniture and Fixtures						
Steel Equipment Co. Ltd. Pembroke, Ont.	Steelworkers Loc. 3257 (AFL-CIO/CLC)	176	970	970	Mar. 24 —	Wages, fringe benefits—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			March	Accumulated		
<i>Paper</i>						
Lily Cups Limited, Scarborough, Ont.	Printing Pressmen Loc. 466 (AFL-CIO/CLC)	300	6,300	6,450	Feb. 28 —	Failure to reach agreement—
The Bowaters' Nfld. Ltd. Corner Brook, Nfld.	Four unions	1,200	1,200	1,200	Mar. 30 —	Integration of company pension plan and Canada Pension plan—
<i>Printing and Publishing</i>						
Three printing firms, Saskatoon, Sask.	Saskatoon Allied Printing Trades Council	179	1,430	1,430	Mar. 3 Mar. 13	Wages, fringe benefits—26¢ in- crease first year, 15¢ next 6 mos. 14¢ following 6 mos.
<i>Primary Metals</i>						
Anthes Eastern Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (CLC)	285	5,990	8,980	Feb. 14 —	Wages—
Plasticast Limited, Windsor, Ont.	Machinists Loc. 2270 (AFL-CIO/CLC)	245	5,150	6,620	Feb. 21 —	Wages—
Atlas Steels Co., Welland, Ont.	Steelworkers Loc. 7777 (AFL-CIO/CLC)	312	6,550	6,550	Mar. 3 —	Wages—
Sydney Steel Corporation, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	700	1,400	1,400	Mar. 10 Mar. 12	Protest over company decision to contract-out work—Return of workers when court order issued.
<i>Metal Fabricating</i>						
Nicholson File Co. of Canada Ltd., Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	237	4,980	12,560	Jan. 16 —	Wages, contract language—
Anthes Steel Products Ltd., Cooksville, Ont.	Steelworkers Loc. 4515 (AFL-CIO/CLC)	230	4,830	9,430	Feb. 3 —	Wages—
Greening Industries Ltd., Hamilton and Orangeville, Ont.	Steelworkers Locs. 2950 & 6266 (AFL-CIO/CLC)	183	1,170	1,170	Mar. 15 Mar. 31	Wages—89¢ an hr. increase over three years.
<i>Machinery</i>						
Dorr-Oliver-Long Ltd., Orillia, Ont.	Steelworkers Loc. 4697 (AFL-CIO/CLC)	340	7,140	17,680	Jan. 17 —	Wages, hours, statutory holiday, revision of the classification sys- tem—
<i>Transportation Equipment</i>						
Kysor of Ridgetown Ltd., Ridgetown, Ont.	Auto Workers Loc. 347 (CLC)	149	2,830	2,830	Mar. 5 —	Wages—
Saint John Dry Dock and Shipbuilding Co. Ltd., Saint John, N.B.	Marine Workers Loc. 3 (CLC)	800	800	800	Mar. 17 Mar. 18	Alleged dispute over subcon- tracting out—Return of workers.
<i>Electrical Products</i>						
Fergus Cables Ltd. Div. of Canada Wire & Cable Ltd., Fergus, Ont.	I.B.E.W. Loc. 804 (AFL-CIO/CLC)	184	2,760	2,760	Mar. 11 —	Wages, working conditions—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1969 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			March	Accumulated		
McGraw-Edison (Canada) Ltd., Scarborough, Ont.	Steelworkers Loc. 7134 (AFL-CIO/CLC)	223	2,450	2,450	Mar. 17 —	Failure to reach agreement—
Kelvinator of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	300	450	450	Mar. 19 Mar. 20	Alleged slowness in negotiating new contract—Union persuaded men to return to work.
Non-Metallic Mineral Products						
Canadian Salt Ltd., Windsor, Ont.	Auto Workers Locs. 195 & 240 (CLC)	107	1,920	5,210	Jan. 9	Delay in new contract negotiations—
Dominion Glass Co. Ltd., Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 & 246 (AFL-CIO/CLC)	831	2,410	2,410	Mar. 27 —	Wages, other benefits—
Chemical Products						
Cyanamid of Canada Ltd., Welland, Ont.	Chemical Workers Loc. 165 (AFL-CIO/CLC)	500	8,500	28,500	Jan. 6 Mar. 26	Wages—Wage and shift premium increases, \$95. settlement pay, other improved benefits:
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	64,720	May 17 —	Wages, union security, grievance procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,200	36,600	July 15 —	Wages, other benefits—
Modern Paving, St. Lambert de Lévis, Que.	Building and Woodworkers Federation (CNTU)	110	2,310	19,470	July 19 —	Security of employment—
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	705	710	1,420	Feb. 28 Mar. 4	Alleged dispute over food and eating facilities— Return of workers.
Lakehead Sheet Metal Contractors Association, Various locations— Fort William and Port Arthur, Ont.	Sheet Metal Workers Loc. 397 (AFL-CIO/CLC)	225	4,730	4,960	Feb. 28 —	Wages, fringe benefits—
Brenda Mines Ltd., Peachland, B.C.	Various unions	450	1,350	1,350	Mar. 12 Mar. 17	Grievance over travel time—Return of workers.
Greater Windsor Paving, Sewer Watermain Assoc., Windsor and area, Ont.	Various unions	273	3,000	3,000	Mar. 17 —	Failure to reach agreement—
Dravo of Canada Ltd., Garson, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	700	3,500	3,500	Mar. 24 Mar. 28	Alleged violation of safety practices—Return of workers.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1969 (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration Man-Days		Starting Date — Termination Date	Major Issues — Result
			March	Accumulated		
TRANSPORTATION AND UTILITIES						
Transportation						
*Lakehead Freightways Ltd., Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,380	3,210	Feb. 19 —	Hours of work, safety conditions—
Communication						
*Post Office Department, Various centres, Ont., Man. & Sask.	Letter Carriers various locals (CLC)	1,309	2,780	2,780	Mar. 7 Mar. 12	Hours, working conditions—Re turn of workers.
*Canadian Broadcasting Corporation, Toronto, Winnipeg and Edmonton	Radio and Tele- vision Employees (A.R.T.E.C.) (CLC)	758	760	760	Mar. 17 Mar. 18	Wages—Return of workers.
Power, Gas and Water						
Ontario Hydro, Province-wide, Ontario.	Public Employees Loc. 1,000 (CLC)	5,110	16,530	49,610	Feb. 3 Mar. 10	Wages, other benefits—Return o workers.
TRADE						
Metro Toronto News Ltd., Scarborough, Ont.	Teamsters Loc. 419 (Ind.)	160	3,360	8,640	Jan. 15 —	Disagreement over new contract—
SERVICE						
Education						
Three Hills School Div., Various locations west of Drumheller, Alta.	Alberta Teachers' Association	109	440	440	Mar. 10 Mar. 14	Wages—11 % wage increase ove 2 years.
Commission Scolaire Régionale Henri-Bourassa, Mont-Laurier, Que.	Public Service Employees' Federation (CNTU)	116	460	460	Mar. 11 Mar. 18	Wages, other benefits—Return o workers.

\*Federal jurisdiction.

# labour gazette

Canada Department of Labour

July 1969





# Canada Department of Labour Publications

---

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

*Industrial and Geographic Distribution of Union Membership in Canada, 1967.* (English or French). Price 15 cents, Cat. No. L31-767.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-550.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price \$4.50, Cat. No. L31-967F.

*The Behaviour of Canadian Wages and Salaries in the Postwar Period.* 1967. A graphic presentation. Price \$1.50, Cat. No. L41-567.

*Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal.* 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price \$2.50, Cat. No. L41-667.

*Payment Systems and their Development in the Railway Running Trades.* 1968. By Maxwell Flood. Price \$1.25, Cat. No. L41-768.

(Continued on inside back cover)



# labour gazette

Vol. 69, No. 7

July 1969

Official Journal  
Canada Department of Labour

Hon. Bryce Mackasey  
*Minister*

J. D. Love  
*Deputy Minister*

**Editorial Staff**

*Editor in Chief*  
W. S. DRINKWATER

*Editor*  
JACK E. NUGENT

*Editor, French Edition*  
GEORGES D'ASTOUS

*Assistant Editor—  
Production and Promotion*  
FRANK L. DUBERVILL

*Staff Writers*  
R. J. LYLE  
SHIRLEY M. PLOWMAN  
KATHLEEN E. WHITEHURST  
R. W. WILKINSON

*Circulation Manager*  
J. E. ABBEY

## CONTENTS

- 370 News Briefs
- 373 Book Reviews
- 374 50 Years Ago—Winnipeg General Strike
- 376 Labour on a Tightrope
- 378 Bridging the Personnel-Management Gap
- 382 Medicare: Where We Stand Now
- 384 Provincial Federation Briefs
- 386 Disadvantages of Working Part-Time
- 388 Help for the U.S. Hard-Core Jobless
- 390 Miners and their Collective Agreements
- 391 Need for Sophistication, Efficiency
- 392 Employment Injuries in Canada—1968
- 394 Employment Review—April  
Wage Schedules—March  
Unemployment Insurance Fund—March
- 395 Labour-Management Consultation
- 396 Unemployment Insurance Report—February
- 397 Legislation Branch
- 398 Decisions of the Umpire
- 399 Railway Arbitration: Cases 146-147
- 400 Certification
- 401 Conciliation
- 403 Library List No. 244
- 406 Statistics Section; Labour Statistics

*Cover photograph*—Fifty years ago this month the LABOUR GAZETTE reported the end of the Winnipeg strike. See p. 374.

*Photo Courtesy Public Archives*

The *Labour Gazette*, published monthly in English and French by the Canada Department of Labour, Public Relations and Information Services Branch, David R. Monk, Director, is listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences. *Correspondence*—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. *Subscriptions*—Canada: \$3 a year, single copies 50 cents each; all other countries: \$5 a year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to the Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. *Special Group Subscription Offer*—Five or more annual subscriptions, \$1.50 each (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. *Bound Volumes*—\$5 a copy delivered in Canada, \$7 a copy to other countries. *Change of Address*—Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.



## Legislation Director for 14 years retires

A woman who headed one of the most important branches of the Canada Department of Labour for 14 years retired on May 31. Edith Lorentsen, Director of the Department's Legislation Branch, had the difficult and exacting job of analyzing all the legislation that circumscribes the collective bargaining process in Canada.

Miss Lorentsen worked in close contact with provincial departments of labour, and the services of her branch were made available to the Canadian Association of Administrators of Labour Legislation, an organization of deputy ministers and other senior officers of the federal and provincial departments of labour. During her 14 years as Legislation Branch Director, Miss Lorentsen has seen enacted such landmark legislation as the Fair Employment Practices Act, the Female Employees Equal Pay Act, the Canada Labour (Standards) Code and the Canada Labour (Safety) Code.

A recent major project of the branch was a study of the history of legislation and public policy in Canadian labour relations. This work, which was one of the projects of the Prime Minister's Task Force on Labour Relations, led directly to Miss Lorentsen's recent assignment as secretary of the steering committee of review on the task force report for the Department of Labour. Her branch is now working on preparations for the amendment of the Industrial Relations and Disputes Investigation Act, scheduled for the spring of 1970. Another project required that studies be made on the comparisons between International Labour Conventions and Canadian law and practice in the human rights field. The retiring Director has attended four ILO general conferences as a member of the Canadian delegation, and has served on ILO committees on forced labour, examining the legal intricacies connected with the ratification of ILO conventions by member countries.

Miss Lorentsen received her Bachelor of Arts and Master of Arts degrees at the University of Saskatchewan. She was employed in Saskatoon before coming to Ottawa in 1942. Her career with the federal Department of Labour spanned a total of 26 years. On her retirement, she expressed the hope that more universities would recognize the need for research



Miss Edith Lorentsen

analysts in labour legislation. The unique blend of law and policy necessary in the background of persons working in this area is not common. Miss Lorentsen is among this special breed. Her contribution will remain an integral part of the Legislation Branch.

## Let more workers join unions—Archer

Before labour relations experts start trying to inhibit the union movement, "how about giving hundreds of thousands of Ontario employees the right to belong to a union of their own choice?" asks David Archer, President of the Ontario Federation of Labour. Mr. Archer told the Ontario Division of the Canadian Union of Public Employees that the OFL supports CUPE in its crusade to "stop the drift of organized workers from the municipal field where they belong to CUPE, to provincial jurisdiction where they will be forced to join the Civil Service Association."

Mr. Archer said that employees of Crown Corporations in Ontario, employees of provincial boards, and security guards are among those denied the right of union organization. If the Ontario Government really believes in free collective bargaining, he said, "they are the ones who can make the legislative changes that would quickly remedy what has become an intolerable and indefensible situation."

## Manpower Mobility Program increases benefits

An unemployed or underemployed worker, who cannot get suitable employment locally but has confirmation of a job in a more productive area, will benefit from recent innovations in the federal Manpower Mobility Program. The changes have been made in manpower mobility relocation grants, which cover removal and travel expenses, a re-establishment allowance, and a special allowance for home-owners who sell or buy when they move, and they will be of special help to the worker with a large family.

First, the \$1,000 ceiling has been removed. A man with a family of ten children may now get \$1,400. Single workers will receive \$100, couples with one child \$400, and couples with three children \$700. Second, housing allowances will be increased from \$500 to a total of \$1,500 to help families living in declining communities hit by the closing down of their main industry, and who will lose money on the sale of their homes. A third amendment covers payment of a medical examination if this is requested by a prospective employer as a prerequisite to being hired. The changes went into effect on May 15.

## AFL-CIO withdraws from the ICFTU

George Meany, President of the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), announced in February that his organization will withdraw from the International Confederation of Free Trade Unions, a body that the American labour movement helped to establish 20 years ago to oppose Communist influence in trade unions.

Mr. Meany accused the ICFTU of mis-handling financial matters, and of flouting its founding principles by the increasing contacts with Soviet bloc countries made by some of its affiliates, in particular the British Trades Union Congress and the German trades union organization. The AFL-CIO president was apparently irate over the manner in which the confederation handled the membership applications of the United Automobile Workers after that union left the AFL-CIO last year.





Three Canada Department of Labour awards, each amounting to \$1,000, were presented at the opening of the seventh term of the Labour College of Canada in Montreal on May 4. The winners are Lawrence Davis, Barrie, Ont., Local 6586, United Steelworkers of America; Lawrence Ryan, Victoria, B.C., Canadian Union of Postal

Workers; and Roland Thibeault, Quebec City, Lodge 46, Brotherhood of Railway, Airline and Steamship Clerks. At the ceremony were (l. to r.): Mr. Davis; Mr. Ryan; Joseph Morris, CLC Executive Vice-President; Mr. Thibeault; and Prof. Fernand Martin, principal of the Labour College.

## More public servants sign collective agreements

Sixteen collective agreements covering pay and working conditions for about 64,000 employees in eight occupational groups in the federal Public Service were signed in April. The bargaining agent for the groups is the Public Service Alliance of Canada.

This signing encompasses the largest number of public servants of any of the agreements signed to date since the inception of collective bargaining in the Public Service in 1967. The eight groups are: clerical and regulatory, data processing, office equipment operation, telephone operation, administration, purchasing and supply, and welfare programs.

The agreements between the Treasury Board and the PSAC cover a period of three years. The first agreements cover the two years from October 1, 1967 to September 30, 1969, and the second agreements run through the year October 1, 1969 to September 30, 1970. Employees covered by the agreements for all groups, except the office equipment operation group, will receive an increase of 7 per cent retroactive to October 1, 1967. The latter group will receive an increase of 5 per cent as of the same date, because they had previously received an increase as a result of classification conversion last year. Employees in all groups will receive further increases of 7 per cent dating back to October 1, 1968 and 5.5 per cent effective October 1, 1969. The agreements

provide also for improved benefits in such areas as overtime, vacation leave, paid holidays and shift premium. Hours of work, grievance procedures and joint consultation on a number of issues are included in the contracts.

## Agreement computer in full operation at McGill

More than 250 major collective agreements in Canada are now coded and stored in the Information Retrieval System at McGill's Industrial Relations Centre (L. G., March 1968, p. 135). Seventy different kinds of clauses are analysed in each agreement, and this data is fed into the computer. From the resulting printout, it is possible for a client to see such things as how many statutory holidays are given by which companies, or how many companies have severance pay provisions. The data can be broken down into such categories as industry, union, province, and durables vs. nondurables.

Agreements are being added to the storehouse of knowledge continually. A contract with the Canadian Federation of Mayors and Municipalities has provided about 400 agreements covering municipal employees, and about one quarter of these has been analysed. To use the computer, the client asks his questions and the bilingual computer does the rest. Further information is available from the Centre at 1001 Sherbrooke St. W., Montreal, 110.

## UAW first to win 10-day Christmas leave

The LABOUR GAZETTE previously reported (L.G., April, p. 223) that employees of Fleet Manufacturing Ltd. of Fort Erie, Ont., were believed to be the first workers in Canada to get a 10-day holiday at Christmas.

The United Auto Workers' Union has pointed out that it won a 10-day Christmas leave for some 5,000 Massey-Ferguson workers (Local 439, Toronto, and Local 458, Brantford) effective August 9, 1968 to December 15, 1970, and for about 750 Cockshutt Farm Equipment Co. workers (Local 458, Brantford) effective April 29, 1968 to April 9, 1971.

## Swedish employees gain new benefits

A 2-per-cent increase in wages as compensation for shorter hours granted to industrial workers has been given to members of the Swedish Industrial Salaried Employees' Association. The new agreement covers 140,000 salaried industrial employees.

They will receive in addition an extra average increase of 1.9 per cent, depending on the results of local negotiations. The new agreement provides also for a special fund to be allocated for increasing women's wages to the same level as those of men, and the establishment of a fund to provide redundancy benefits in the event of layoffs.



## Higher postal rates force union papers to fold

Since the introduction of higher postal rates and elimination of second-class mailing privileges for newspapers put out by several Canadian unions, many of the papers have died.

First to go was *Le Travail*, 44-year-old organ of the Quebec-based Confederation of National Trade Unions. The paper, with 200,000 circulation, was one of the largest monthly papers in Quebec, and underwent a three-month suspension while a 40-man task force investigated fully the CNTU public relations program.

On the west coast, the *Labour Statesman*, published monthly by the B.C. Federation of Labour, folded up after 45 years of publishing. The *Statesman*, already in trouble financially, faced a 400-per-cent increase in postal rates, and will now appear only on special occasions.

Other Canadian union papers faced even stiffer increases, such as the bimonthly *Canadian Transport*, published by the Canadian Brotherhood of Railway, Transport and General Workers, with a 2,709-per-cent increase in its yearly postal bills, from \$1,057 to \$29,696. The weekly *Machinist*, put out by the International Association of Machinists and Aerospace Workers, estimated the increase to be 2,300 per cent, from \$9,024 to \$99,840 a year.

Several other papers from many parts of Canada appealed unsuccessfully to Postmaster General Eric Kierans to regain second-class status. The CLC's William Dodge charged that the federal Government was curtailing freedom of expression by pricing it out of existence. To duck the increased costs, some union papers are considering a transfer of their mailing operations to the United States, where it will cost union papers with more than 10,000 circulation 1 cent a copy less to mail.

## Swedish labour wants pension plan reforms

The Swedish Labour Organization has demanded a partial pension reform that would provide for pensions at the age of 63 in case of unemployment. The general pension age is 67. According to the LO, this form of special, early pension should be granted to those who have been unemployed for a long time, to those who have been made redundant as a result of structural changes in industry and have difficulties in finding suitable alternative employment, and to persons in heavy and demanding jobs.

The LO pointed out, in a brief to the Swedish Government, that the present

practice of granting early pensions is too intimately bound up with medical factors. As far as the special early pensions are concerned, these factors should be of quite secondary importance, the brief stated. The government has taken immediate note of the LO's demand and has instructed the National Insurance Board to carry out a quick inquiry into the possibility of changing the present rules.

## Saskatchewan amends its Trade Union Act

The Saskatchewan legislature has given third reading to a bill to amend the province's Trade Union Act. The bill provides for a union, employee or employer to ask for another strike vote after a strike has lasted 30 days or more. The vote would be taken by secret ballot conducted by the provincial labour relations board.

Under the new rules, it will be an unfair labour practice when employees refuse to load or unload a truck belonging to a shipper against whom they are not striking. Independent contractors will be added to the types of workers who are not to be considered employees under the Act. Other changes would make it obligatory for all orders of the Saskatchewan Labour Relations Board to be filed with the Court of Queen's Bench, alter the procedure for dealing with unfair labour practices, and make all collective agreements binding for the term agreed upon by the parties.

## Immigration fifth highest in 20 years

Immigration to Canada in 1968 amounted to 183,974, a drop of 38,902 from 1967, but the total is still the fifth highest in the past 20 years (L. G., July 1968, p. 418). Of those granted landed immigrant status, 16,489 were already in Canada. About 223,000 persons were granted landed immigrant status in 1967. The lower 1968 figures were attributed to reductions in occupational demand in Canada fewer employers having had to rely on workers from overseas to meet their requirements. There has consequently been less incentive for highly qualified immigrants in some professions to come to Canada.

The 1968 figures include 9,072 Czechoslovakian refugees who came to Canada under a special program in the latter half of the year. About one half of these came to Ontario, 1,083 to Quebec and 1,005 to Alberta. Smaller numbers went to each of the other provinces. The influx added 95,446 persons to the labour force, of

whom 31,635 were in the professional and managerial category. Immigrants entering the labour force in 1967 totalled 119,539.

## Workers receive \$1,086 in supplemental pay

Employees in manufacturing industries were paid an average of \$1,086 in supplemental pay during 1967, according to the summary report of a federal Employer Labour Costs Survey. The survey is a joint project of the Canada Department of Labour and the Dominion Bureau of Statistics. The Pay Research Bureau of the Public Service Staff Relations Board also co-operated.

The summary breaks down supplemental pay by province and industry in terms of dollars per employee, cents per hour, and percentages of gross payroll. The most expensive item of supplemental pay is vacations, which cost an average of \$260 for each employee. Other items in the survey include premium pay, private pension plans, health and life insurance schemes, and compulsory programs such as the Canada and Quebec pension plans.

Average basic pay for salaried employees for time worked was \$6,394 and this increased to \$7,693 with the addition of supplemental pay. Wage earners' straight time pay for "in plant" time averaged \$4,579. Supplemental pay increased this figure to \$5,586. The findings of the survey are based on a sample of 4,000 establishments in manufacturing that includes all those with 100 or more employees and a varying percentage with between 20 and 99 employees. In 1970 the survey will be extended to other sectors of the economy.

Copies of the four-page summary report are available from: Information Division, Dominion Bureau of Statistics, Ottawa, and Public Relations and Information Services, Canada Department of Labour, Ottawa.

### HAS YOUR ADDRESS CHANGED?

We want you to receive your LABOUR GAZETTE without delay. Send your new address together with your old address label to the Circulation Manager, LABOUR GAZETTE, Canada Department of Labour, Ottawa.



## BOOKS

### Combatting Regional Poverty

*Regional Economic Policies in Canada*, by T. N. Brewis; Macmillan, Toronto; 303 pages; \$8.95.

Economic disparities between major regions in Canada are everybody's business, but especially so for management and labour groups. Why is seasonal unemployment so severe in the Maritimes but more or less stable in Ontario during the winter months? What factors account for lower levels of education among the working population in Newfoundland, New Brunswick and Quebec? What conditions favour industrial development in high wage-cost areas such as the Golden Horseshoe, but militate against plant investment in areas around the Atlantic ports?

These and similar problems have always faced us, but now, with greater urbanization and mobility and economic prosperity generally throughout Canada, increasing attention is being directed toward the question of why some specific areas have been passed by.

Inequality of income and employment is now thought to be too great to be acceptable, and governments are currently experimenting in fiscal and monetary policies in an effort to reduce it. In the 60s, we saw the birth of ARDA and ADA and later their brother FRED to combat regional inequality. And in the federal Government's recent reorganization bill, the Ministry of Regional Economic Expansion was created to manage federal plans.

Prof. Brewis makes a pioneering Canadian study on regional disparities, noting the rivalries for local development funds between municipal governments and agencies, and investigating the effectiveness of planning bodies. In this descriptive rather than how-to book, Prof. Brewis defines the problem and certain of its manifestations at some length, then turns to a discussion of the policies and background of some of the major programs in turn, describes how they operate, and appraises

their accomplishments. He notes the various ways in which the provinces differ in their rates of economic growth. The major portion of the book deals with a detailed breakdown of the policies of planning, mainly on the federal level, to reduce regional disparities.

So far, there has been a dearth of collected information available upon which to base planning objectives. This is remedied to some extent here, for the book includes several tables that make possible a quick analysis of the extent of the factors involved in regional inequalities.

Prof. Brewis makes two recommendations of a general nature. The federal Government has so far been silent on a number of policy issues, but it should set objectives for economic action, he claims. And he calls for a coherent framework for spending programs to overcome the serious lack of co-ordination among the various agencies. The book includes as well an appendix by Prof. T. K. Rymes of the Department of Economics at Ottawa's Carleton University that contains comments on regional economic accounts and input-output accounts. Prof. Brewis is a professor of economics at Carleton University, and Director of its School of Commerce.

### The Labour Vote

*Radical Politics and Canadian Labour, 1880-1930*, by Martin Robin; Industrial Relations Centre, Queen's University; 321 pages; \$7.95.

Another book to add to the collection growing slowly but surely on the growth of labour movements in Canada, this study focuses on the early period before the birth of the CCF party as labour's political voice. Prof. Robin traces the political action of some of the splinter parties in Parliament that drew allegiance from labour, such as the Ginger Group and Labour Party. The founders of the CCF were not labour men themselves, the author notes, but adopted their labour

persuasion through middle-class educational and religious institutions. They were, after all, professional politicians.

The history of labour movements is fragmented, and it developed slowly. No more than 2 per cent of the total population was organized in trade unions in 1910. Labour legislation was all but non-existent in those early days, and so labour demands took two directions: fair labour legislation as well as democratic socialism and public ownership. The two outlooks often clashed, and at times severely weakened the idea of a strong labour political party.

The author groups the various phases of the labour movements into three categories: the early socialist movement, labourism and syndicalism. He highlights the internal struggles between these factions, and describes in some detail the events that shaped the development of the present-day labour scene.

The general strike was seen in some quarters as the way in which labour could influence legislation—some believed it was the only way. The Winnipeg General Strike of 1919, perhaps the biggest show of labour strength in Canadian history, was crushed by the federal Government, and since then the tactic has become an illegal and revolutionary weapon, rather than being thought of as part of the British cultural heritage. The defeat of the strike paved the way for the defeat of the One Big Union and the extension of the more moderate TLC as the dominant union power from East to West. The author attributes this development to the fact that the international union organization was strong in the East but fragile in the West. The rivalry between the two then became a contest to determine who would win national support.

Dr. Robin taught at Queen's University at the time he prepared this study, and is currently an Associate Professor, Department of Political Science, Simon Fraser University.



Here is what happened before, during, and after one of the most significant moments in the history of the Canadian labour movement — the Winnipeg General Strike.

# 50 Years Ago

**T**HURSDAY, May 15, 11 a.m. At that moment in time, 50 years ago, workers poured out en masse from Winnipeg factories, shops and offices, precipitating one of the most eventful moments in the history of the Canadian labour movement. All service facilities were suspended—frozen in one moment of utter abandonment—as streetcars stopped on their tracks, elevators stayed at the bottom of their shafts, telephones went dead, newspapers stopped publishing, and restaurants and stores bolted their doors. Contrasting with the desolate silence within empty buildings, the streets were teeming with workers, at first orderly and subdued, but later joined by returned soldiers who entered the fray and added violence to otherwise peaceful demonstrations.

Before the strike ended 41 days later, the Riot Act was read, one man was dead, another lay dying, scores of people were injured when mobs of demonstrators were fired on by mounted police, and 2,000 special police, replacing the regular force believed in league with the strikers, swarmed in with sawed-off yokes.

Collective bargaining and industrial unionism, taken for granted in the world of labour today, were the main bones of contention in the strike. Winnipeg in 1919 was the seat of union radicalism, and when Western Canada the year before had spawned a series of strikes that almost reached the proportions of a general walkout, the ensuing victory may have encouraged the Winnipeg walkout.

The strike came after a winter of discontent in Canada. The cost of living had zoomed up 75 per cent during the war years, and workers' wages, particularly in the building trades, were not commensurate. Workers in the metal trades, too, were frustrated by the ineffectual disorganization of their more than a dozen crafts. And their employers, known as the Ironmasters, had refused to recognize a Metal Trades Council that included all the workers and unions in the metal plants and railway shops in Winnipeg.

The metal and building trades workers walked off their jobs on May 1 and May 2, appealing to the Winnipeg Trades and Labour Council for support. The Council responded by calling

for a general strike, and a strike ballot was taken among the affiliated unions. The vote in favour of a walkout was 11,000 to 524. The strike fever spread to other cities where there were sporadic walkouts. Even as far east as Toronto, where the call for a general strike was rejected, workers had walked off 12,000 jobs by June 1.

Winnipeg was a city in turmoil. On one side were the strikers and those in sympathy with them; on the other side were the Citizen's Committee of One Thousand, made up of the so-called "Establishment"—the professional and business elite. When milk and bread deliveries were cut off, there was grist for the mills of management, and charges of attempts at infanticide and subversive Bolshevik takeover. But even with milk and bread deliveries resumed, labour's troubles were far from over. They had to convince those who worked in vital services that they would not be regarded as scabs, so cards were issued by the union committee stating: "Permitted by Authority of the Strike Committee."

Garbage started to pile up on the streets, and mail piled up in outlying post offices. The city's mood was ugly and fearful. The *Winnipeg Free Press* called the strike "The Great Dream of the Winnipeg Soviet," and even some members of the Government in Ottawa were convinced that the Winnipeg "plot" was a rehearsal for revolution.

Two significant factors made the Red infiltration plausible. The Socialist Party of Canada had met three days before Christmas 1918 and adopted resolutions that asked for the release of all political prisoners and the withdrawal of troops from Russia. Six of the 10 strike leaders who were later arrested had attended that meeting. One of them, a machinist named Robert Russell, a radical and a leading member of the Winnipeg Trades and Labour Council, had been heard to remark: "Capitalism is defunct and must disappear." And just a month before the strike, the Western Labour Conference was held in Calgary. At that meeting a proposal was made for one great industrial union dedicated to the Marxist concept of the class struggle in which the general strike figured as an important weapon. The meeting had been controlled by a militant





Photo Courtesy Public Archive

minority, a few of whom were later arrested in the general strike. Resolutions at this meeting called for full freedom of speech, release of political prisoners, a six-hour day, and a general strike slated for June 1. The radicals had condemned the parliamentary system and praised the Soviet system.

Labour Minister Gideon Robertson, a former vice-president of the Telegraphers' Union, who had been recently appointed to the Senate, and Acting Justice Minister Arthur Meighen went to Winnipeg to investigate the strike. They talked to leaders of the Citizens' Committee and seemed convinced that the Bolsheviks had taken over the city. After the return of Robertson and Meighen to Ottawa, 190 Winnipeg postal employees were dismissed from work for rejecting a back-to-work order, refusing to sign a pledge to never again take part in a sympathy strike, and refusing to withdraw their support of the Winnipeg Labour Council.

Meanwhile the strike committee was desperately looking for a satisfactory compromise. The president of the Labour Council, James Winning, a man of moderate views, pleaded for a guarantee that collective bargaining would be recognized. He promised that, if he got that guarantee, the workers would be back on the job in 48 hours. But neither the employers nor the federal Government would accept a compromise.

Parliament hastily adopted an amendment to the Immigration Act to permit deportation of citizens not born in Canada. The required three readings for the amendment took only 20 minutes, clearly indicating that the Government intended to arrest and deport the strike leaders. Fifty members of the Royal Northwest Mounted Police and 500 deputies moved in on the strike leaders in the early hours of June 17. Then they raided the Labour Temple, the Ukrainian Hall and Liberty Hall and carted away truckloads of books and pamphlets. The threat to deport the leaders was never carried out, however, because it provoked a storm of protest from labour leaders across Canada.

The demonstration parade that followed the arrest of the leaders ended in a bloody foray between the mounted police

and the protestors. Fifty mounties plunged into the crowd swinging baseball bats, and were greeted with a hail of stones, bricks and pieces of concrete. They retreated for a time, but soon returned armed with clubs and revolvers, which they fired into the demonstrators as they scrambled for cover. One man was shot through the heart and died instantly. Another was shot in both legs. He later developed gangrene and died. Scores were trampled by horses, and others seriously injured by clubbing and gunfire.

With their leaders jailed and their demonstration crushed, the workers conceded that the strike had failed, and, as the *LABOUR GAZETTE* reported in July of that year, it was officially ended on Thursday, June 26, at 11 a.m. Many of the workers were blacklisted by employers, and all jobs were closed to them. The leaders were singled out for severe punishment and jailed. One newspaper, the *Winnipeg Telegram*, stated: "They should be permanently blacklisted. They should be made to wander about."

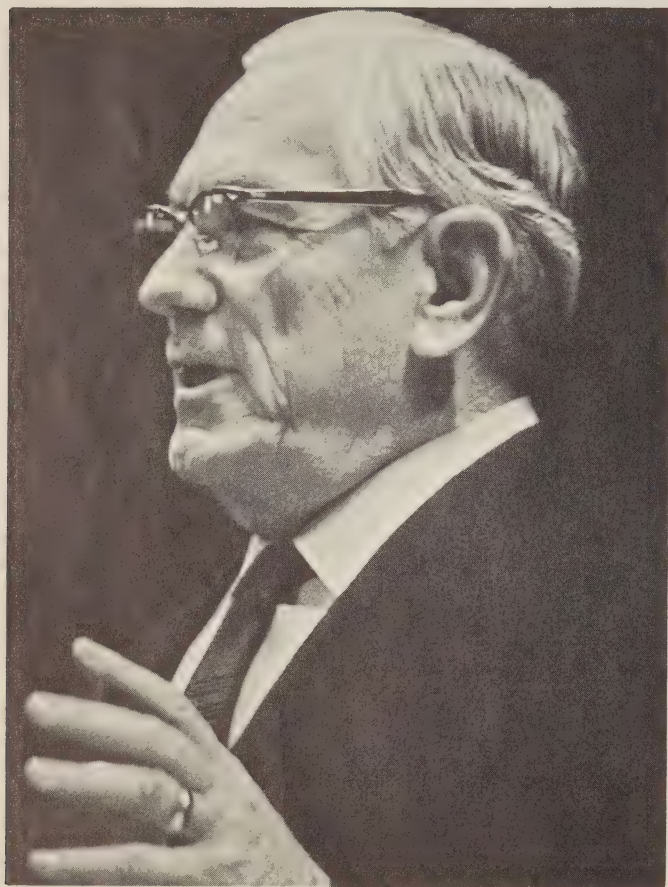
But, as fate would have it, the leaders were free within a year, the heroes of the labour movement. And despite previous grim pronouncements, all of them went on to face a successful, if not a brilliant future. Former Methodist Minister William Ivens, Lowland Scot John Queen and Socialist George Armstrong, while still in jail were elected to the Manitoba Legislature in the 1920 elections, and Queen subsequently became mayor of Winnipeg for seven terms. J. S. Woodsworth, successor to Ivens as Editor of the *Western Labour News*, and later arrested on charges of seditious libel, went on to become national leader of the CCF. Another labour leader, A. A. Heaps, sat in the Commons with him from 1925 to 1940.

Perhaps the real heroes of the strike were the workers who defied clubs, baseball bats, bullets and horses' hooves for a cause they believed was just. The names of most of them are remembered only in dusty family archives or on weather-beaten tombstones, but they paved the way for the responsible collective bargaining and industrial unionism that we know today. And they may well have made it unnecessary for there ever again to be another general strike in Canada.



# Labour On a Tightrope

*Many of the major social and economic problems facing labour in North American society were discussed at the National Policy Conference of the United Steelworkers of America.*



I. W. Abel

*Photo by Jack Marshall & Co. Ltd.*

UNITED Steelworkers of America President I. W. Abel says that unions may have to be restructured to deal with the formation of conglomerates, and that government action may be needed to check the growth of conglomerates. Mr. Abel spoke at the national policy conference of the Canadian steelworkers in Montreal on May 1.

One of the more dangerous aspects of conglomerates is the grabbing off of rich pension funds that had been built up for employees by some of the absorbed companies. U. S. workers, he said, pay \$8,000,000,000 annually into pension funds, making total pension funds amounting to hundreds of billions of dollars. Mr. Abel cited one case of a conglomerate taking over a company that had a \$38,000,000 pension fund. The conglomerate took over the fund and it was recently found that the fund's assets had fallen to \$6,000,000. The conglomerate, Mr. Abel said, had invested the pension fund money in a speculative land deal in California. Some have stripped companies of their assets and left employees on the street. Others have exported jobs to foreign countries after taking over and closing domestic plants.

In his report to the conference, National Director William Mahoney said, "We are bargaining in an economic atmosphere that requires substantially better collective agreement terms than those that brought settlements in other years." He cited Stelco profits that "were 45 per cent above those in 1967. I think we might be persuaded that this is a 'guideline' for our own use in making wage and fringe benefit proposals."

Mr. Mahoney went on to say, "Because of increasing productivity, we established in our last round of negotiations with Algoma and Stelco that U.S. wage rates were no longer a barrier that we must never surpass—even if we did not obtain equal average earnings. Since that time, our productivity in the Canadian industry has continued to outpace that of the U.S."

Mr. Mahoney said that he agrees with the proposal of the Prime Minister's Task Force on Labour Relations (L. G., May,

p. 269) to update "bargaining processes by development of multi-bargaining agencies and multi-employer agreements." He observed that in major industries "it is ridiculous that 95 per cent of employees can be held to ransom to suit the convenience of dwindling crafts. In Algoma Steel during the past year or so, craft strikes by a small minority of employees have harassed all our members and put them out of work. These minute groups await the outcome of our fight with the company and then take advantage of our members' good will and unwillingness to cross picket lines to gain a privileged position for themselves, often to the prejudice of our people."

Reporting on District Six, Director Larry Sefton said that, during the period February 29, 1968 to February 28, 1969, the district added 48 units, numbering 2,719 employees, while showing a net drop in membership of 823. This was accounted for by a number of plant and mine closures, and the loss of units for whom the district could not negotiate a collective agreement. "Our members are expecting substantial pay and fringe benefit advances," said Mr. Sefton, "The gains they made in last negotiations largely have been eaten up by a rise in the cost of living of over 4 per cent a year for the past two years."

Turning to conglomerates, Mr. Sefton asked, "Is it not time corporate activities were probed and corporations regulated to serve the general public good? We should be alarmed by the implications of a statement by W. F. Mueller, an American economist, that if the present pace of corporate mergers in the U.S. continues, all major economic decisions may be made by fewer than 200 persons within a decade. Since the majority of the world's conglomerates are U.S.-based, their corporate policy will affect every country in the non-Communist world."

Mr. Sefton went on to point out "one of the serious problems in the arbitration field." That, he said, is the kind of persons selected as chairmen of arbitration boards, "particularly in Ontario." A number of "mediocre and inadequate people are

being named as chairmen, and a degree of dissatisfaction is being felt in labour circles." He reported that, in his district, there has been some success in joint bargaining, which "can speed establishing of uniform rates and benefits in the industry." A number of Vancouver locals, he said, have been able to drop individual negotiations and bargain with the employer-organized Metal Industries Association.

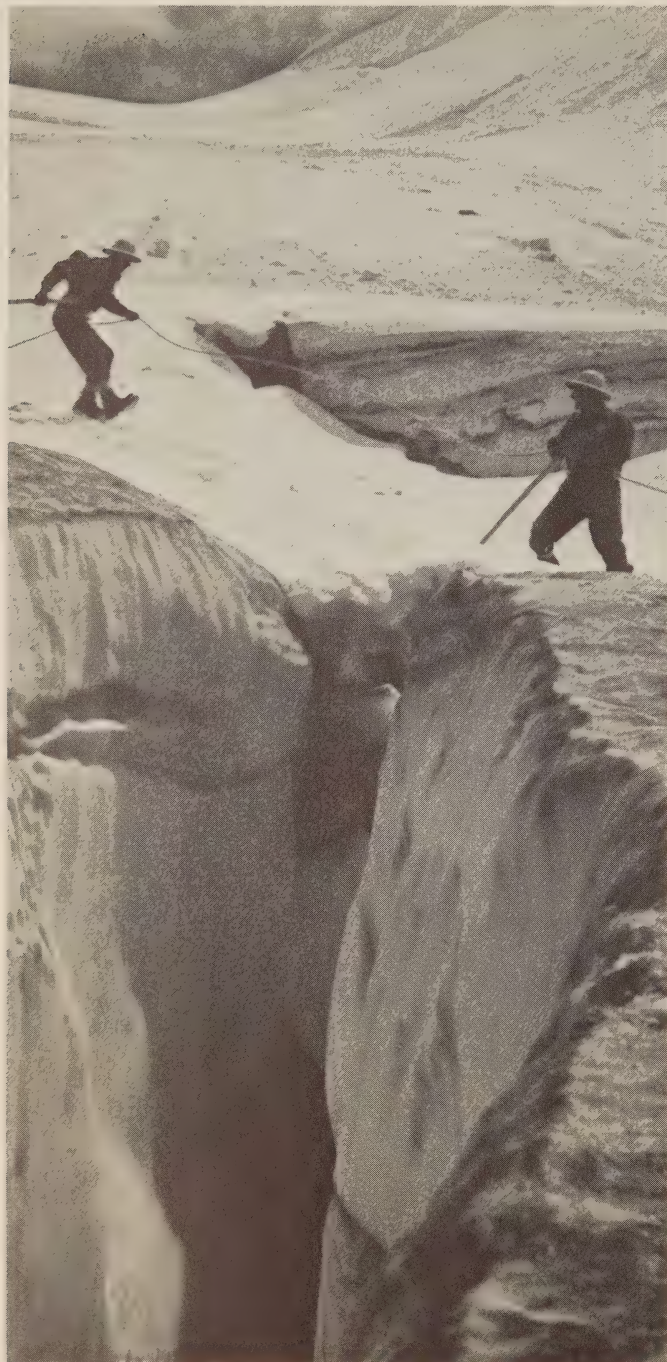
Reporting on the activities of District 5, Director Jean Gerin-Lajoie said that the climate for union organization in Quebec "has perceptibly deteriorated since a year ago. The most striking examples of this deterioration have been the organizing campaign in the Montreal structural steel industry." The explosion of several bombs in Montreal, he said, has attracted more attention than the strike at Lord & Co. in Montreal or the "protestations of steelworkers themselves. No one in his right senses can remain indifferent to the dangers that can menace a society where terrorism is now more effective than unionism."

Mr. Gerin-Lajoie said that the labour movement in North America "is standing on a tightrope: it may advance, it may retreat, but it can't stay for very long in that precarious position where it exercises considerable bargaining strength on behalf of a very small fraction of the work force." He said that he had previously suggested new legislative frameworks for organization and negotiation that would group entire sectors of the economy and complement the present legal machinery dealing with a union in an individual plant.

He went on to discuss the recommendations of the Prime Minister's Task Force on Labour Relations, saying that "the Woods Report indicates how urgent it is for us as a labour movement to attack decisively the problems of the society in which we live, and in particular the role we want the trade union movement to play in it. I reiterate my appeal to the Steelworkers in each province, and in Canada as a whole, to study in depth the problems of poverty, of the glaring inequalities in our society, of the growing disorder that characterizes it."



# Bridging the Personnel-Management Gap



NFB Photo

Bridging the gap.

"We've got to civilize and humanize the work force," Dennis McDermott, Canadian Director of the United Auto Workers, told delegates attending the annual spring conference of the Personnel Association of Toronto in April. The labour movement, he said, can either become a part of the social revolution or a victim of it. He pointed out that with the emergence of corporation conglomerates, the so-called global enterprise, labour people are part of the international jet set.

"Everything today is big," he said. "Big corporations, big unions, big educational systems. It has a dehumanizing effect, and it is no wonder that students are revolting." They want to be treated as human beings, and they are worried about being swallowed up by a huge masticating machine and losing their identity. "We can expect kids to revolt. The youth of today come from a relatively free society and when they are ready to enter the labour force they must give up eight hours of this freedom to walk into a prison-like atmosphere complete with barbed wire, guard inside the gate and anachronistic rules." The word "insubordination," he said, was a military term with little or no relevance to the thinking of today's young people who had few inhibitions and little fear of authority.

Turning to collective bargaining, Mr. McDermott told delegates that "we have over-formalized and over-legalized collective bargaining until it is ineffective," and that it must be streamlined or be replaced by anarchy. "We have to bring this procedure up to date, kicking and screaming into the 20th century."

The plight of the aged is also of deep concern to the UAW, Mr. McDermott said. "We must provide benefits so that people can live the good life when they retire. They have the right to live as first-class citizens, getting as much money when they are retired as when they were working." The old Calvinistic theory of getting up early and working long hours for a pittance should be considered as archaic as children working in the mines. The contribution of human beings to society should no longer be measured on the narrow slide rule of pennies doled out for a long, hard day's labour.

Mr. McDermott intimated that the UAW plans to jump on the consumer's bandwagon to help curtail the spiralling cost of living. "We in the trade unions are sick and tired of being the scapegoat for manufacturers who want to take a little more from the consumer. If we're going to be the scapegoat



for prices and profits, then we will deal with them across the collective bargaining table."

One case in point was the Maverick, a new compact car produced by the Ford Motor Co. of Canada Ltd. at St. Thomas, Ont. This car, he said, sells for \$380 less in Detroit than in Windsor. "There is no semblance of control of our price structures in Canada as compared to the United States." For reasons like this, he said, the UAW will become "more and more of a social agency and less and less of a collective bargaining force." The difference between companies and unions, he added later, is that companies are interested in profits, and unions are interested in people.

In a panel discussion, Mr. McDermott praised the intelligence behind the Woods Report (Report of the Prime Minister's Task Force on Labour Relations) (L.G., April, p. 213) and harshly criticized the Rand Report (Report of the Ontario Royal Commission Inquiry into Labour Disputes) (L.G., Dec. 1968, p. 686). "In my opinion, the Rand Report is properly dead and buried. What credulity it had will be destroyed by the Woods Report, which has much more depth, the people are more intelligent and it's more workable. It will not affect the innocent; it will affect the guilty." He spoke harshly about the so-called "sweetheart committees," labour-management committees, which in his opinion were a pawn of management, and wistfully recalled "the days before we sat across the table from these legal people, these computerized robots, all programmed to say 'No.'"

Ontario employers came under fire from William Davis, Ontario Minister of Education, for their demands for unnecessarily high qualifications from job applicants, resulting in frustrated and angry employees who are forced to do unchallenging work, beneath their ability and potential. Mr. Davis criticized business and industry for their "doctrinaire" attitude in continuing to hire only Grade 13 or university graduates, stating that this practice did not guarantee that the right people would be hired for the right jobs. Education, he said, is what you have left when you forget all you have learned in school. More important than school marks, he believes, is the ability to reason, and qualities of initiative and persistence. Mr. Davis said he will continue to refuse to emphasize in Ontario schools training for jobs and material gains, but would keep on stressing education for living.

"Times have changed," said Dr. James J. Cribbin, Professor of Management, St. John's University, New York. "Used to be that if a professor caught a student asleep in class he would ask another student to wake him up. Nowadays if you ask a student to wake up a slumbering classmate he says, 'Why should I? You were the one who put him to sleep.'"

In a speech that won him a standing ovation, Dr. Cribbin declared that not nearly enough attention is paid to cultural change in management literature. Today, he said, the accent is, and should be, on communication and compassion. Com-

munication in the modern corporate structure must be based on consensus and commitment. Most efforts to communicate are like a semantic ping-pong match. If corporations could achieve real communication with their employees, they could reduce friction by 30 per cent, and cut paperwork drastically.

The lack of compassion is what the generation gap is all about, in his opinion. "Management who accentuates difference has blown any chance of communicating, of having anything in common with its employees. The word 'communication' is also close in sound to 'community', without which there are no shared interests, no shared values, and therefore no communication. When there is no sense of community, there is no communication. The word is also close in sound to 'communion.' If you do not commune, it is a ping-pong game."

Dr. Cribbin said that no one except a sophomore is quite so much of an authority on practically everything. When someone makes a statement in class and a sophomore feels compelled to rise and state: "I disagree categorically with what you say," Dr. Cribbin interjects to ask him what the person has said. Then he asks the speaker if this is in fact what he said, and when the speaker inevitably replies that it was not, Dr. Cribbin then turns to the student to say, "Good. You disagree categorically with something he never said."

Dr. Cribbin said that there are "some wonderful people in the world" who have the knack of keeping themselves in the background and making you feel ten feet tall. And there are others that "from the moment of conception have been developing the fine art of sandpapering the sensibilities of everyone within five miles." Some members of management seem to think they are omniscient, he said. They should remember that "the Lord has placed beyond our control the very things we would like to control. But that's okay. You're in good company. He has done the same thing for himself."

Dr. Cribbin poked gentle fun at some of the foibles of personnel management. "When an unknown Einstein was asked to look over some equation for the atomic bomb, he reported at the office wearing one black shoe and one brown shoe. When someone pointed out this discrepancy to him, he looked down at his shoes and said, 'Yes. One is black and one is brown.' *Thank God we didn't send him to personnel!*"

How do we win the respect of those with whom we deal? Some win respect because, like Einstein, they are brilliant. Others win respect because they have the wondrous knack of pushing self aside and making others feel important. What kind of a boss are you? he asked. Will your employees say as one did about a great leader, "He's a tough man to work for in many ways, but if that man thought you were right, God almighty would not make him back off from defending you"? Most important, what are your biases? What is there in you that prompts you to give one person a vote above the evidence, and another person a vote below the evidence? When was the



last time in communicating that you really looked at the antenna of anyone? That you made an effort to see the world as it appears to the other person? "Each of us exists at the centre of our own world experience," Dr. Cribbin said. "We act on reality in the only way we can — as we perceive it. Not rationally, logically or scientifically, but the way we perceive it. When I want to communicate with you, I have to get across what's important to me in terms that are significant to you."

When was the last time you said to a subordinate, "Charley, I think your idea is better than mine. We'll use it"? How much more likely for a boss to say, "That sounds very interesting, Charley. We'll kick it around and think about it for awhile." And then, by some strange quirk of management alchemy, Charley's idea lands up in your memo on the big boss's desk as a product of your own grey matter. When was the last time you said, "Good thinking, Charley. I'm proud of you"? Or "thank you"?

The great leaders have all been servants to those who follow their lead. Humility and compassion are the keynote qualities of all great men, he said.

V. O. Marquez, President of the Northern Electric Company agrees with Dr. Cribbin that the culture is changing, and that "the day you can communicate in a cold supercilious manner because you have a particular status is dead." One-way transmission, instead of interactive communication, he said, lies at the root of much of the mythology of our industrial society.

We assume, he said, that the factory worker is a different kind of person from the office worker. We have constructed a complex set of imaginary beliefs regarding the "blue-collar" worker, many of which are to his discredit. "Few, if any, are based on fact. But together they result in exposing him to different working conditions, different pay practices, different fringe benefits, and a different relationship with management from those enjoyed by so-called 'white-collar' workers."

Northern Electric has established works councils where union and management representatives meet to "discuss the problems, intricacies and possibilities of our business, as both groups see them."

Mr. Marquez said that there are great handicaps to frankness and sincerity on both sides. "Management finds it difficult to avoid using the councils as a forum to inform, as an arena in which to expound their views, and another opportunity to talk but not to listen." Labour representatives tend to distrust management thinking, and look on the councils as "really a Machiavellian device to soften up organized labour, with the object of serving unilateral management purposes." More than that, he said, organized labour is wondering what new role unions would play if, in fact, management is being honest and sincere and the interactive process does work.

How do you feel when you discover that you are the last person in the office to hear an important bit of news? asked

David W. Ross, President, Ross Associates Inc., a management consulting firm. Do you toss it off with a laugh and say, "Isn't that amusing. They forgot to tell me"? And when this happens a second time, do you then say, "Isn't that interesting. I bet the odds of that happening again are about 200 to one." Not on your life, said Mr. Ross. You know how you would react. Rather, don't you say something like, "I wonder if I'm not important enough around here to tell things to?" On the other hand, suppose the boss calls you in to his office and closes the door and says, "This is hush hush. You're the only person in the organization to know this." See how this makes you feel when you leave the office. You feel eight feet tall.

"When you have a car and the gears are slipping, you have a deficient machine, and when you have an organization where the communications are slipping, you have a deficient organization. A man who is preoccupied with what's going to happen to him and what he thinks or fears is happening around him can't be preoccupied with his job." And the man-hours wasted from lack of proper communication, and the decrease in productivity are more devastating than the hydrogen bomb, he said.

To measure how well your organization is doing on the communications level, you study the margin between what is supposed to happen and what is actually happening. If it has a wide margin you will find inefficiency, a lack of the grasp of communication between staff and those above.

What happens to people who are not properly communicated with? As an experiment, Mr. Ross's company chose three teams, putting one person of each on the ground floor with a set of blocks and a telephone, and the other on the top floor with a set of blueprints and a telephone. The three teams were then told to set up the blocks in such a way as to duplicate the blueprints. The A set were allowed to communicate quite freely. The block builder in the B set could hear the instructions but was allowed to answer "yes" or "no" only, and could not ask questions of the blueprint man. The block man in the C set could receive instructions but could not ask questions of the blueprint man at all. He was forced to listen without commenting.

When the experiment was over, each of the three teams thought they were going to be judged on how efficiently they had set up the blocks to duplicate the blueprints. Instead, the experimenters were much more interested in the post-experiment relationship between the team mates. The A set did remarkably well and were in high good humour after the experiment. They became buddies, were full of praise for each other, and were so enthusiastic about the experiment they were always popping into the experimenter's office with some nuance they believed would be interesting to the experimenter. The block builder in the B team who was limited to "yes" and "no" asked if he could not try it again with another partner, and the C block builder was so frustrated and en-



raged that he called the blueprint man a lunatic and worthy of residing in Hades.

"Communication is indispensable to human relations and indispensable to productivity. It's so important that if there's no one around to talk to, we talk to ourselves. That's how we maintain our psychological balance."

Some leaders believe they have no time to communicate because they are so busy doing the work. The first principle of being a good leader is being a good delegator. If you give a man something to do and tell him how to do it, you are making a lackey out of him, says Mr. Ross. If you give him something to do and stand over him while he's doing it, you are wasting time. But if you delegate work to him telling him what you are shooting for and allowing him to express his own personality and talents, you will be amazed and delighted at how well he will rise to the occasion. There has never been a subordinate that is not in some way superior to his superior, he said.

Delegates were told by another specialist that there is no salary system that will keep people from being dissatisfied. "The average time an employee is satisfied with a salary increase is two weeks," said Dr. Frederick Herzberg, Professor of Psychology, Case Western Reserve University, Cleveland, Ohio. "If you are given a salary increase of \$1,000 this year and \$500 the next year, you will consider that you got a \$500 cut."

The first principle in handling people, he said, is to remember to never use the "jelly bean reward system" for good behaviour. People will then not work unless there's a jelly bean dangling. The incentive system creates dissatisfaction.

It is incredible how many dissatisfactions and frustrations are caused by a company's striving to give satisfaction, said Dr. Herzberg. The company should provide a pleasant working atmosphere, not as a bribe, not as a "See how well I treat you, now why don't you work harder?" sort of thing, but as an employee's right. The most important thing in the long run, however, is not how an employee is treated, but how he is used. Unhappy employees make sick businesses. They need more challenge, more excitement, a sense of achievement in their jobs. And when two young bucks are after the same territory, an employer must either enlarge the system so that both can survive or get one of them out. Employers who cannot utilize an employee's talents have a moral right to see that he is either placed somewhere where he can be utilized or is encouraged to go to another company.

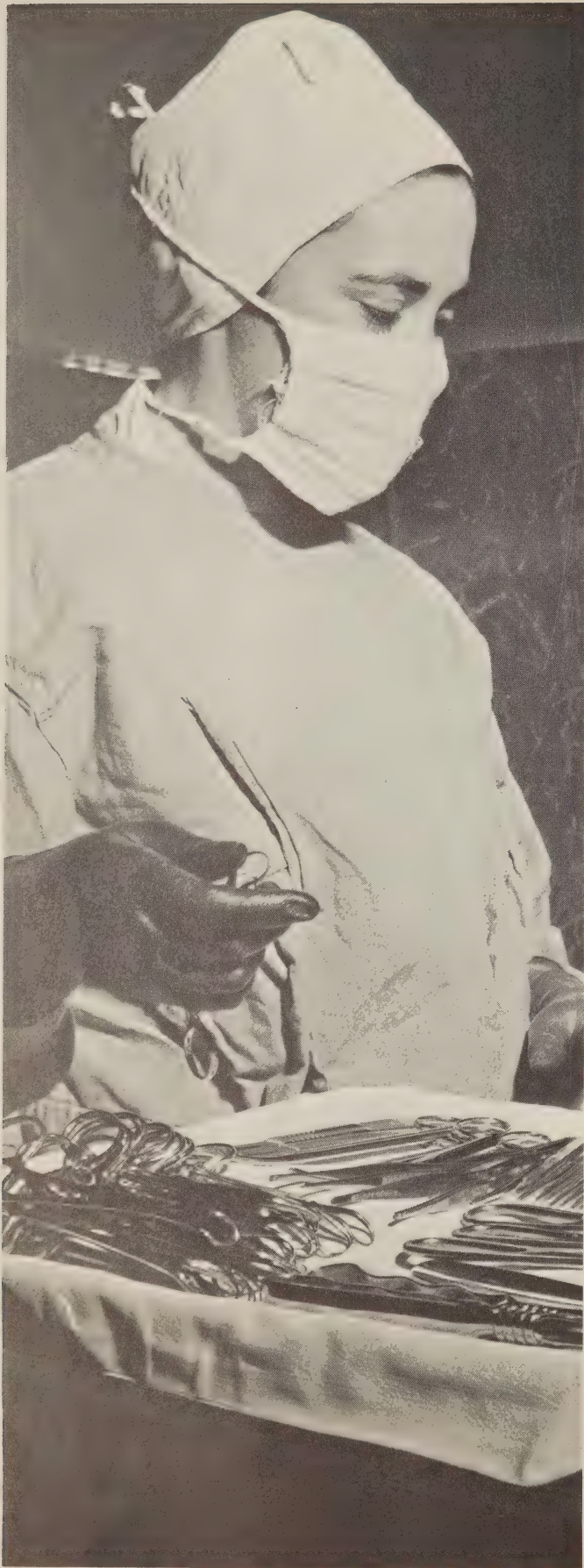
"One of the kinks in industrial relations is the entrenched thought that the maximum utilization of people is the minimal utilization of people," Dr. Herzberg said, "If you can't use a man and you can't get rid of him, you have a motivation problem. Nothing is more tragic than leaving a person on the job with no room to grow."



Lost in the Communications Jungle.

NBF Photo





NFB photo

## Universal Medical Care: Where We Stand Now

**B**Y THIS time next year, all Canadians may be covered under the federal Medical Care Act passed in December 1966. By July 1 this year, six provinces had joined the plan. They are: British Columbia, Saskatchewan, Manitoba, Nova Scotia, Newfoundland and Alberta.

Enabling legislation for New Brunswick to enter the plan was assented to December 6, 1968, but no announcement was made regarding when the province would participate in the federal plan. Ontario, Quebec and Prince Edward Island have not announced their intentions regarding when they will join the national program. No province, however, has stated that it will not join the plan as presently constituted when provincial priorities permit.

Below are synopses of the medical care plans instituted by provinces that had joined the federal plan by April, 1969:

### NEWFOUNDLAND

The Newfoundland Medical Care Plan will be a non-premium plan covering all eligible residents of the province and funded from general revenue. No special taxes will be required. Coverage will initially be limited to the basic medical and limited dental benefits provided under the federal Act. The patient has free choice of physician and a physician may opt out of participation in the plan without his patient losing entitlement to benefits.

### NOVA SCOTIA

During the fall of 1968, the provincial Government launched an extensive publicity campaign as a prelude to registration of the provincial population under the medical care plan. The registration was very successful, and virtually the entire population co-operated. Eligibility for benefits, however, does not depend upon registration, but rather upon residency, and there is provision for unregistered persons to be registered retro-



actively on receipt of claims, if they are bonafide residents.

The Nova Scotia Medical Services Insurance Plan will be a non-premium plan covering all eligible residents and funded from general revenue. The patient has free choice of physician and a physician may opt out of participation in the plan without his patient losing entitlement to benefits. The plan will provide comprehensive coverage for the services of physicians and surgeons, and limited surgical dental benefits for hospitalized patients.

Additional benefits, toward the cost of which the federal Government is not contributing, are included in the British Columbia plan. They are optometric and chiropractic services, naturopathy, the services of Red Cross nurses, special nurses and the Victorian Order of Nurses, on a limited scale.

**SASKATCHEWAN**

The qualifying Saskatchewan Medical Care Plan differs somewhat from the original Saskatchewan medicare plan introduced in 1962. The new plan includes benefits previously provided under a variety of separate programs or agencies including the Medical Care Insurance Commission. The range of benefits provided by these programs has been expanded where necessary to conform with federal requirements and residency requirements have been standardized. The premiums charged and rates of payment to physicians have also been standardized.

In April 1968, the Commission introduced utilization charges applicable to doctors' visits other than those involving special procedures and visits to patients in hospital. Patients are liable to pay \$1.50 toward the cost of a doctor's office visit and \$2.00 in the case of a house call or hospital emergency department visit except that:

- a) the province pays the utilization charge on behalf of those in receipt of public assistance;
- b) the province pays the utilization charge on behalf of those receiving more or less statutory benefits such as cancer, T.B., or mental hospital care;
- c) any resident may apply for special assistance in meeting the charge should his circumstances require it. Doctors and hospitals are encouraged to report to the provincial authorities patients not in receipt of public assistance who might be expected to be embarrassed by the charge.

The Saskatchewan plan is a compulsory premium plan with the premium set to cover approximately 20 per cent of the cost, and subsidized at this level from general revenues by a special tax as well as by the utilization charge. While there is no scaled subsidy toward the premium based on income as in British Columbia, persons in receipt of public assistance have the premium paid on their behalf by the provincial Welfare Department. There is a joint premium covering both hospital

insurance and medicare. For a family, the premium is \$72.00 a year, of which \$24 is for medicare.

In the Speech from the Throne on January 30, 1969, it was stated that the Legislature will be asked to approve annual family ceilings on the utilization fees to ensure that they do not cause "undue hardship in any family." The provincial plan includes an optometric benefit toward the cost of which the federal Government does not contribute.

**MANITOBA**

The Manitoba Medical Services Insurance Plan will, like the Manitoba Hospital Services Plan, be a compulsory plan and will be funded by a premium set to completely cover the provincial share of the costs. Recipients of public assistance need not pay premiums. The initial premium of \$4.90 a month for a single person and \$9.80 a month for a family is just slightly over half the premium charged by the local non-profit plan before, but the level of benefit will be somewhat greater.

Coverage initially will be restricted to the comprehensive medical and limited dental coverage of the federal Act. The province has introduced amending legislation to permit it to include optometric and chiropractic benefits. The patient has free choice of physician, and the physician may opt out of participation in the plan without his patient losing entitlement to benefits.

**BRITISH COLUMBIA**

The British Columbia Medical Care Plan is a voluntary premium plan with subsidies available toward the cost of the premium for persons in certain income brackets. The insurance contract is marketed through several previously independent, non-profit plans, one of which is the former British Columbia Medical Plan, a governmental agency. In return for enrolling subscribers in and collecting premiums on behalf of the provincial plan, the five independent carriers have been granted the privilege of marketing health insurance coverage for additional benefits including drugs and ambulance services. These approved carriers may market the additional coverage either separately or as part of a package combined with the governmental contract, but premiums collected on behalf of the governmental contract must be remitted to the province. Whatever agency the subscriber enrolls with, his insurance contract is with the Province of British Columbia and it is the provincial authority that processes the doctors' accounts and makes payment on the claims.

The initial level of premiums set is identical with that previously charged by the British Columbia Medical Plan — \$5.00 a month for a single subscriber, \$10.00 a month for two persons and \$12.50 a month for more than two beneficiaries. The patient has free choice of physician and a physician may "opt out" of participation in the plan without his patient losing entitlement to benefits.



British Columbia

Alberta

Ontario

New Brunswick

Federation

Briefs

To the

Government

CANADIANS living in poverty, and improvements in the quality of life in Canada were major topics of memorandums submitted by four provincial federations of labour to their governments earlier this year. The provincial labour bodies of British Columbia, Alberta, Ontario and New Brunswick, presenting their proposals to the Cabinets of their legislatures, criticized government legislative policies that adversely affected working people, and recommended several changes in economic, housing and labour relations programs.

Restrictive industrial legislation was a prime target in the labour bodies' briefs. The B.C. Federation of Labour dealt with one subject only — the B.C. Mediation Commission. The brief, presented in February, was sharply opposed to compulsory arbitration as provided in the provincial Legislature's Bill 33 (L. G., July 1968, p. 392).

The memorandum presented by Federation President E. T. Staley quoted from the study on labour legislation in Nova Scotia conducted in 1962 by Judge A. H. McKinnon, saying that the way to better labour-management relations is to be found, not in restrictive legislation, but "in the ability and capacity of management-labour representatives to mutually agree on a satisfactory method to guide their relationship to a major degree without statutory regulation and control."

The B.C. Federation's brief opposed the application of compulsory arbitration to provincial civil servants. It drew attention to the fact that government employees in several provinces have enjoyed full collective bargaining rights for years. Federal public servants now have collective bargaining with the option of choosing either the right to strike or binding arbitration.

The brief attacked the legalistic approach to the Mediation Commission, its performance to date, and some recent statements of Mr. Justice John Parker, chairman of the Commission. The Federation suggested that the apparent attitude of the Commission "can only cause a further deteriorated labour-management relationship in B.C."

The Federation brief criticized the provincial Government for its failure to consult labour groups before drafting the legislation setting up the Commission. It pointed out that consultation was held with doctors before the medical care system was inaugurated. The brief further criticized the Government for discrimination in placing restrictions of working conditions on wage earners that are not placed on lawyers, engineers and other professional groups.

The brief charged that Bill 33 will not improve labour-management relations. It requested the Government to amend the legislation in consultation with management and labour "to provide a framework for labour relations in this province that would be conducive to the harmonious conduct of collective bargaining."

The Ontario Federation of Labour was prompted by the release of the Rand Report (Ontario Royal Commission

wage in the province be immediately increased to at least \$1.75 an hour. It noted that the present minimum wage of \$1.25 an hour in many cases "becomes the maximum paid by a great number of employers." It does not allow wage earners in this bracket to escape the levels of poverty as defined by the ECC, and "does nothing more than create pockets of poverty, and allows inefficient and unscrupulous employers to operate business at the expense of society."

The OFL called on its Government to adopt a 40-hour workweek and a \$2.25-an-hour minimum wage. The present minimum wage in Ontario of \$1.30 "falls far short of what is needed to provide for decent minimal standards." The New Brunswick brief requested immediate increases to the minimum wage orders that would make the minimum hourly rate \$1.50. The general rate in New Brunswick is \$1.00 an hour and \$1.25 in certain occupations such as construction and logging.

The OFL expressed concern over economic opportunities and prospects. The predicted slow-down of the American economy in 1968 did not develop, but if it takes place during 1969, Canada will have difficulty in maintaining its present rate of growth. The OFL took the position that "we can increase and maintain economic activity by correcting urban congestion, building low income housing, eliminating pollution, developing underdeveloped areas and adopting a more equitable tax system."

Changes in taxation programs were recommended to the Governments of Alberta, New Brunswick and Ontario. The present tax structure, said the New Brunswick brief, contained "abuses and shortcomings" arising from dependence upon property taxes to meet the growing demands of urbanization in regional governments. The federation called for a full examination into municipal financing, similar to the Carter Commission's study on federal taxation (Report of the Royal Commission of Taxation) (L. G. 1967, p. 349). "This type of financing would revamp the tax structure so that taxes would be based on the principle of equity rather than on privilege."

The OFL similarly supported the recommendation of the Carter Report. It charged that the Smith Committee Report on the Ontario tax system "was of little real value" because it did not attempt to restructure the tax system. The OFL brief recommended that the tax system should lift some of the present burden off the home-owner and the lower-income families and be based instead on the principle of ability to pay.

Housing was of particular concern to the Alberta Federation, which drew attention to the high rates of interest on mortgages and the high-income requirements for a CMHC mortgage. The Alberta Federation called on the Government to establish rent controls and set up citizens' appeal boards to which tenants could take their grievances. "We would urge your Government in addition to initiating and developing a public housing program in the province, to also give recognition to housing co-operatives as non-profit housing agencies, and make land, loans and technical assistance available on the same basis as public housing," the brief said.

The Hellyer Task Force Report on Housing came under attack in the Ontario brief. "It holds out little hope for housing for the 25 per cent of our population who are in need of subsidized housing. It fails to come to grips with the real need and that is to house those who cannot afford to meet the high cost of individual home-ownership or in many cases meet the high economic rents. It points the finger of scorn to some of our public housing projects that have been the salvation of many people, and at the same time proposes no alternatives," the brief said, and it offered a list of recommendations on housing adopted at the OFL's annual convention held last year (L. G., Jan., p. 6).

Inquiry into Labour Disputes) (L. G., Dec. 1968, p. 686) to make a special submission to the Ontario Minister of Labour. It pointed out that the report was based on "the false assumption" that "labour relations in the province are so chaotic that only a complete overhaul would straighten things out." The OFL proposed a greater degree of voluntarism in labour relations, whereas the Rand Report proposed a widening of the area of government intervention.

The OFL was sharply critical of the report's recommendations that would do "little if anything to eliminate conflict in collective bargaining. The Federation suggested that a preamble to the Labour Relations Act state its policy in regard to unions. "If such a statement of faith in free trade unions and in free collective bargaining is implied in the legislation, then it should not be left unsaid."

The OFL shared with the New Brunswick Federation of Labour opposition to court injunctions and restriction on picketing. The OFL believes that injunctions have no place in labour disputes, and expressed disappointment that the Rand Report gave minor consideration only to the topic. The New Brunswick Federation called for abolition of interim and *ex parte* injunctions in labour disputes. "*Ex parte* and interim injunctions were never intended to be used in labour disputes," the New Brunswick brief stated. It attributed the cause of major labour disputes in the province during the past year to the matter of check-off of union dues. The organization recommended legislative changes to direct employers to deduct union dues from an employee's wages when he so requests. Failure to make the check-off payments should be an unfair labour practice, the brief said.

The New Brunswick brief charged that the provincial Government's slogan of "Equal Opportunity for Everyone" did not exist in the matter of calling representation votes for purposes of union certification by the provincial Labour Relations Board. The Federation criticized the Board for ordering a vote on the "flimsiest excuse," even when unions seeking certification in respect of a unit of employees has the support of a "very clear" majority of employees in the unit.

Turning to general economic trends and the growing problems of lower income groups, the briefs were sharply critical of government economic policies. The Alberta Federation of Labour based its recommendations on the Economic Council of Canada's fifth annual report, which dealt with incidence of poverty in Canada. "If your Government is truly sincere in developing the human resources of this province, we must suggest that the best way to accomplish this would be an all-out war on poverty." The Alberta brief called on the Government to initiate programs with a view to eliminating poverty in the province. It recommended that the minimum



# The Disadvantages



## Of Working Part-Time



THE TYPICAL full-time sales person works 40 hours a week, has at least two weeks vacation with pay, is covered by a health plan, group life insurance and a pension plan, and gets eight or nine paid statutory holidays a year. But what about the part-time employee? How many of these benefits does he or she enjoy? To what extent are minimum standards provided by legislation or union agreements? These questions prompted a comprehensive study\* by the Women's Bureau of the Canada Department of Labour into part-time employment in the retail trade where women workers are much in evidence. As the first of a series on part-time employment, the study concentrates on the food and department store businesses.

Full-time employees are entitled by federal and provincial law to vacations with pay after a year of employment. But the definition of a year varies. In British Columbia and New Brunswick an employee must work no less than 225 working days in a calendar year to become eligible, and although this precludes any chance of a part-time employee getting a vacation with pay, she is entitled to vacation pay when and if she leaves her job. And even a paid public holiday may not benefit the part-time employee. In Alberta, a full-time employee is entitled to a paid holiday if it falls on a "regular work day." If the holiday falls on a Monday, as it frequently does, it may well be that a part-time employee in the retail trade would not be scheduled to work that day, as Monday is usually a fairly slack day for business.

Part-time workers are obligated to pay unemployment insurance, unless they work less than 24 hours a week. If a part-time employee wanted to build up the required credits to get unemployment insurance benefits, earnings of less than \$20 a week could be credited as a half week of work. Collecting benefits, on the other hand, would depend on whether there were any opportunities for part-time employment in the community. If there were no such possibilities, the claim would probably be denied. And even though it may be difficult or impossible to predict the annual earnings of a part-time worker, she and her employer must contribute to the Canada (or Quebec) Pension Plan. At the end of the year, if the employee has overpaid into the pension fund, she may claim a refund when filing her income tax return, but her employer may not claim a refund for a part-time employee.

The most lucrative sales positions and high commission departments in department stores throughout Canada are staffed by men. And the day when a worker can make her way from the lowest to the highest rung in the ladder has become less frequent and more difficult because "management trainees" are now taken directly from institutions of higher education, or are highly qualified specialists experienced in other sectors.

The average weekly earnings of full-time women workers in retail selling were lower than those of men by from \$11 to \$19 a week in five cities, and by from \$20 to \$28 a week in seven cities. In the hiring rates for grocery clerks, women received from 10 to 26 cents an hour less than men. There were even more marked differences in the maximum rates to which female and male grocery clerks could progress. In seven collective agreements, two in Ontario, three in Alberta, one in Quebec and one in Manitoba, female grocery clerks received between 38 to 47 cents an hour less than the maximum male rate in the same classification. In Vancouver, the differential was 60 cents an hour less for female grocery clerks.

\**Part-Time Employment in the Retail Trade*, Women's Bureau, Canada Department of Labour; Queen's Printer, Ottawa; 66 pages; no charge.

But female part-timers who performed substantially the same duties as full-time female grocery clerks received 62 to 72 cents an hour less in the eastern contracts. Three prairie province contracts indicated no difference in wage rates between the two categories, but in two Alberta agreements and one British Columbia contract, hiring rates for female part-timers were five to 10 cents an hour higher than those for full-timers. A Calgary agreement stated that the higher part-time rate was in lieu of fringe benefits.

Submissions have been made to the Government and the Carter Royal Commission on Taxation by the Canadian Federation of Business and Professional Women's Clubs, the National Council of Women, and others, requesting tax reforms that would make it more worthwhile for married women to work. Specifically it has been suggested that the amount the wife may earn without eliminating the deduction claimed by her husband should be raised from the present \$1,250 a year, and that reasonable housekeeping and child-care expenses should be deductible from the wife's taxable income.

Although almost one third of the Canadian work force is made up of women, only one in six union members is a woman. It is commonly believed that women, especially married part-time women workers, are less amenable to union organization than men. One company official said that married women want as few deductions from their take-home pay as possible, including union dues. Union membership neared the two million mark in 1968, and excluding non-paid agricultural workers, this would mean that almost one in three workers carries a union card; but the proportion of organized retail employees is much lower than the national average. The labour force in the industry classification of trade in 1967 was 1.2 million. For the same year, 79,000 union members were reported from trade establishments. Of these, 64,000 were employed in retail trade, and more than 75 per cent worked in food stores. The department store field is largely unorganized; it accounted for only 3,700 of the retail union total.

The nature of the industry, with its proliferation of small outlets employing very few workers, is one deterrent to organization; and even in large enterprises, organization is complicated by the high rate of turnover.

The question of whether or not part-time employees in a company are included in a bargaining unit may hinge, in certain provinces, on whether the applicant union and the employer agree that they should be included because, in determining bargaining units, labour relations boards endeavour to accommodate the wishes of the interested parties. The tests required under the various acts of union representation are more stringent than those that apply to political elections. The union must be able to satisfy the regulations of the labour relations board that a majority of all eligible employees in the bargaining unit are members; or if a vote is held, the union must obtain a majority, not just of those who do vote, but of all who are eligible to vote. Therefore, if a union is having difficulty in securing its majority in an organizing situation, it may deem it expedient to apply for bargaining rights for full-time employees only.

Because there is a lack of uniformity in the practices of labour relations boards with respect to inclusion of part-time employees in bargaining units in the various provinces, it would seem that if the trend toward more part-time employment continues, the provinces should adopt more uniform policies that will not restrict the bargaining rights of part-time workers.



# Help for the U.S. Hard-Core Jobless

Some startling information has been made public in the first issue of a new magazine published by the New York State School of Industrial and Labor Relations at Cornell University.

EVERY TIME Henry Ford II speaks or acts for Negro rights, the sale of Ford products drops off in the South, and when the President of Detroit's largest department store led a fight for fair housing, more than 10,000 accounts were closed out in 10 days. These facts have been brought to light in an article titled "Business, Labor, and Jobs in the Ghetto," published in the first edition of a new United States industrial relations publications, *Issues in Industrial Society*, by the New York State School of Industrial and Labour Relations, Cornell University. Despite these economic risks, business and labour are working hand in hand to help society's hard-core have-nots, and with some measure of success.

The best publicized and perhaps one of the most effective, is the Ford Motor company's search for the ghetto's disadvantaged. In the ambitious program, standard job application procedures are abandoned, and reading and arithmetic tests cast to the wind; and neither the lack of work experience nor a police record has any affect on the eligibility of an applicant. Coupled with this extended hand in friendship is the Mayor of New York's Specialized Training Employment Placement Service (STEPS) that seeks out the ghetto's unemployed to tell them of area job opportunities. With full union support and without any special training other than an orientation program, the newly hired go to work at union wages and as UAW members.

According to the National Association for the Advancement of Coloured People, there are 30,000 unemployed in Detroit's inner city, and Ford has interviewed 3,000 of these and hired 2,200. The company has accepted also 1,460 hard-core "walk-ins" at Ford's area plants, and although absenteeism and walkouts are a problem, Ford states that there is an encouraging percentage of success.

What are the problems involved in training the hard core? In a two-year scheme in co-operation with the federal Government, Chrysler took 750 of the previously unemployable and gave them every training advantage. Tardiness and absenteeism were the company's two major frustrations, but when Chrysler analyzed the problem, it discovered that the solution was "childishly simple," according to Virgil E. Boyd, President of the Corporation. "If you can't read, how do you know what it says on the destination signs of the many buses that go by on any given busy street?" he said. "And a grown man isn't going to get on and be sent off in the wrong bus very many times

before he stops getting on buses anymore. So we showed these people one by one how to recognize the right bus to take."

Probing deeper, Chrysler uncovered the fact that only one in five of the trainees owned an alarm clock because "they had never had to be at any particular place at any particular time before." Once they had been shown how to get to work and the importance of being on time, their attendance and tardiness record was better than the average of all Chrysler employees. Both Chrysler and General Motors are experimenting with the "buddy-system" whereby personnel of long seniority and newly hired Negroes work together to help newcomers adjust to the demands of employment.

Unions, traditionally the champions of the oppressed worker, have been preaching civil rights and equal opportunities for Negroes long before these concepts became popular with management; but now that black people are demanding their rights to jobs generally held by whites, unions, in the skilled trades particularly, have been on occasion less co-operative. The problem may not be so much discrimination against minority groups, but discrimination for relatives and friends of the members, reports *Issues in Industrial Society*. Craft unions attempt to control the labour supply in their work area, whereas industrial unions organize workers after they have been hired. Local craft unions consider it advantageous to exclude workers, thus keeping the skilled labour supply low and wages high; industrial unions attempt to organize as many workers as possible.

"A new concept in community action by the poor themselves may have been given a boost in July of last year when the two largest unions in North America, the Teamsters and the United Auto Workers, joined in the Alliance for Labour Action," stated the article. "As part of this new program, the two unions intend to help in organizing 'community unions' for the 'working poor, the unemployed, and the under-employed' so that they may deal effectively with their problems through self-organization and self-determination."

Since the winter of 1966, the UAW has been working with the U.S. Department of Labor in a national on-the-job training program in the automobile parts supplier industry. Under this contract, employers in seven states train new workers and upgrade union members to create job opportunities for the unemployed. In addition to training as spot welders, production

machine operators and assemblers, the enrollees can receive basic education to learn how to fill out application forms, how to look for a job, what to expect on the job, and how to buy insurance, groceries, clothes and other items.

When the Federal Equal Employment Opportunity Commission studied 810,630 white-collar jobs in New York City, it reported in early 1968 that only 6.3 per cent were held by Negroes and 3.1 per cent by Puerto Ricans. In a study of 4,249 companies, 43 per cent had no Negro white-collar workers and 46 per cent had no Puerto Rican white-collar workers.

One answer to present and future unemployment, and the answer most popular with many segments of the black community, the article said, is Negro-owned business. Of the five million businesses in the country, only about 45,000 are Negro-owned. Negro groups are now organizing to encourage black enterprise with or without the assistance of whites and white business.

A Negro minister, the Reverend Leon Sullivan, in 1964 founded the Opportunities Industrialization Centre in an abandoned police station in the heart of the north Philadelphia slums. Nearly penniless when it started, Mr. Sullivan's training program now has a \$3.8 million a year budget, 80 per cent from the Government and the rest from private sources. The organization now has branches in 65 cities and a 16-man advisory board made up of presidents and board chairmen of large corporations. According to Mr. Sullivan, it costs his program less than \$1,000 to train a single disadvantaged person, compared with the \$3,000 it costs the federal Government for the same training, and 80 per cent of the trainees complete their training.

Labour leaders point to a study commissioned by the Urban Coalition, and undertaken by Dr. Harold Sheppard of the Upjohn Institute. The Sheppard study found that a minimum of 141,000 people in 130 cities with a population above 100,000 could be employed almost immediately in jobs in regular city departments. "If this sample were expanded to small cities, to country and state governments," said John Gardner, who heads the Urban Coalition, "it is likely that enough jobs could be found to put 500,000 persons to work within six months. By further planning, the number might be expanded to a million or more within a year."



# Miners and Their Collective Agreements

A STUDY of collective agreements covering 64,598 employees in Canadian mining industries has been published by the Canada Department of Labour. Based on an examination of 47 selected contractual provisions in 188 agreements filed with the Department's Economics and Research Branch, the bulk of the analysis deals with job security, work schedules, various types of compensation, grievance and arbitration procedures, and fringe benefits. All agreements were in effect in 1968, of which about 46 per cent are scheduled to remain in effect in 1969 or later.

One interesting finding is the application of the seniority rules governing promotion and layoffs. Four per cent of the agreements, covering the same percentage of employees, provide for the application of straight seniority in determining the order in which employees will be laid off. In 73 per cent of agreements covering 68 per cent of the employees, seniority is the dominant consideration only when other factors are judged relatively equal.

Agreements with severance pay and supplementary unemployment benefit plans were applicable to two per cent of employees, and, of these, almost all have severance pay benefits without Supplementary Unemployment Benefit plans. Only those plans that are mentioned in the collective agreements are reflected in the tables.

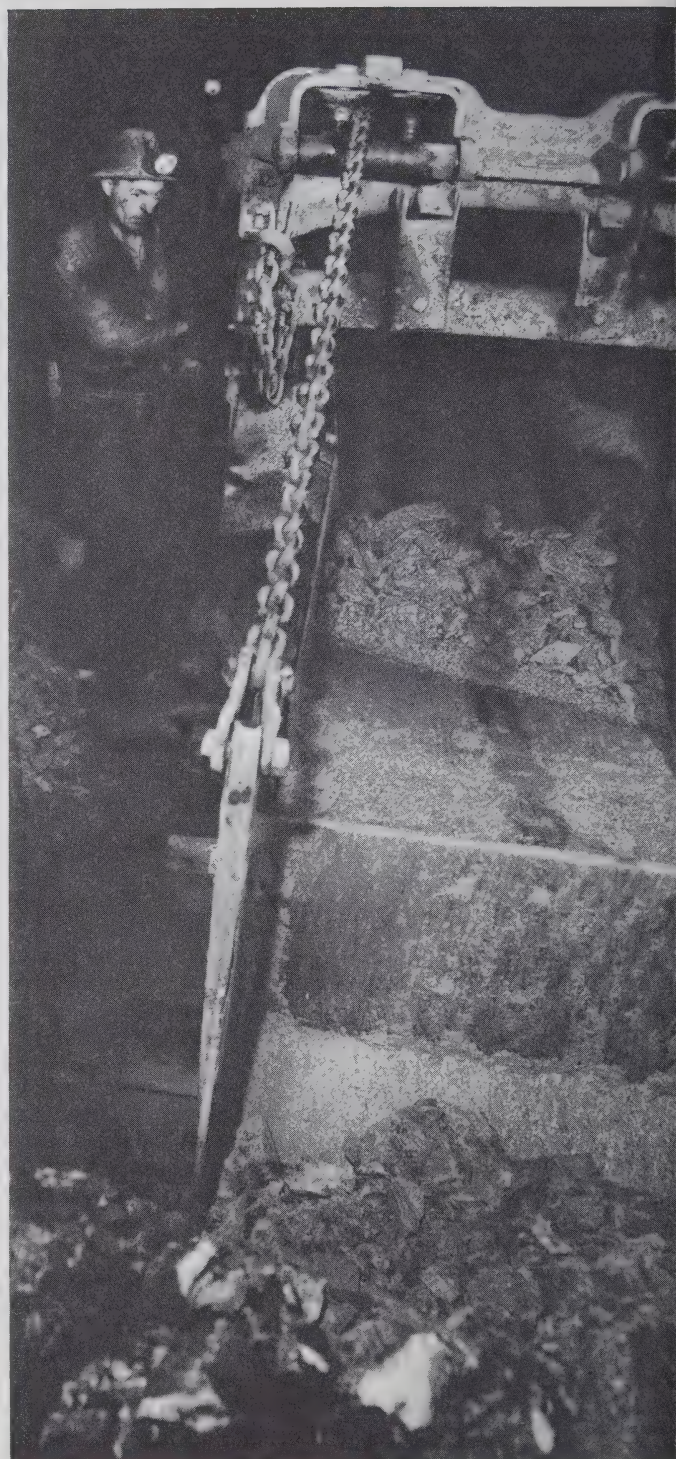
Relatively few agreements call for premium pay in recognition of work hazards unique to mining, although the majority have specific provisions requiring the establishment of safety programs. Clauses providing payment for "portal" were found in 52 per cent of the agreements covering 75 per cent of employees.

The eight-hour day and 40-hour week is the norm in mining agreements. The great majority of contracts provide for time and a half for overtime hours (daily or weekly). Paid holidays vary from 6 to 9, with 8 paid holidays a year the mode. Practically all employees covered by the agreements get a two-week annual vacation with pay, normally after one year of service. Seventy-six per cent of the agreements, covering 78 per cent of the employees, provide for a three-week paid vacation, usually after 10 years of service.

Escalator clauses to contend with fluctuations in the cost of living are contained in three per cent of agreements covering five per cent of employees. The following is an example of such a provision: "The Company will, if the consumer price index of DBS increases over and above the index figure published in the month of September, 1968 by more than 2½ per cent of such index figure during the period ending 21st of August, 1969, pay to each employee an allowance equal to 01 cent per hour paid for every 0.6 increase in the index figure in excess of such percentage increase."

The study also indicates that a relatively small number of agreements contain compulsory union membership clauses; this can possibly be attributed to the widespread application of the Rand Formula in the establishments included in the study.

Containing 54 tables in addition to text, the study is now available for general distribution, and copies may be obtained on request from the Collective Bargaining Division, Canada Department of Labour, 340 Laurier Avenue West, Ottawa 4.



Relatively few agreements call for premium pay in recognition of work hazards unique to mining, although most have provisions requiring safety programs.

NFB photo



# The Need for Sophistication and Efficiency

Unions must become more sophisticated and efficient in the future if they are to go on properly representing their members, says Stanley Little, President of the 125,000-member Canadian Union of Public Employees. The current complexity of contract bargaining and the increasing expectations of union members for service "make it crucial that unions prepare for the future with more advanced techniques, highly trained staff and more modern methods."

Speaking to delegates attending CUPE's Ontario Division convention, he said that unions wanting to keep up with the times should:

- consider computerization of bargaining research material;
- provide university-equivalent upgrading of full-time union representatives;
- employ full-time experts in specialized fields such as pensions and job evaluation schemes; and
- provide much more extensive programs for educating rank-and-file members.

"The day when the union spokesman could just come to the bargaining table and haggle for contract improvements is long gone," said Mr. Little. "Today the union representative is expected to present researched arguments for every facet of bargaining. And that means material must be prepared by experts in such fields as pensions, job evaluation schemes, fringe benefit provisions and wages." He said that every full-time union representative will have to be trained to interpret, adapt and use complicated material prepared by expert technicians in union headquarters. "This in turn will mean that union members themselves will need to be much better informed and educated."

He said that CUPE hopes to prepare for the future by adoption of a two-year plan to be debated at the union's national convention in September. The plan calls for CUPE to:

- hire 15 more field representatives to service locals (there are now 76 representatives across Canada);
- hire five more research and job evaluation experts;
- expand educational courses for representatives and provide college scholarships;
- expand current legal and organizational departments;
- allocate funds to unionize more public employees; and
- computerize research and administrative operations.

The Ontario Government is more concerned about dogs than it is about people, Mr. Little said. During the public outcry over the bill to make more dogs available for research purposes the Government has shown a willingness to change its original position to cater somewhat to the wishes of dog-lovers, he said. "But on legislation that affects working people the Ontario Government has refused to do anything to guarantee that rights and benefits are protected."

He said he was referring to the Government's attitude on the

takeover of assessment departments for municipalities. "The Government just announced dictatorially it was taking over the function of assessment from municipal governments. The fact that 2,500 municipal workers are going to lose many of the benefits they have won over the years, and take a cut in pay, hasn't even caused the provincial Government to utter one word of concern. Even when we ask for meetings to discuss the issue we are passed from one department to another without any satisfaction."

Mr. Little said that assessment workers will lose pay, be forced to work longer hours and will receive poorer fringe benefits as municipal employees. "And because they will become civil servants they will lose their right to belong to a union."

## CUPE Aids OFL Publicity Drive

A total of \$15,000 is being invested by the Canadian Union of Public Employees in a public relations campaign designed to acquaint the public with labour's position and fight the possible effects of the report submitted by the Rand Commission on Labour Disputes. The campaign is sponsored by the Ontario Federation of Labour and is "unlike anything the Federation has done before," a CUPE officer explained.

In his address to 300 delegates attending the 6th Annual Convention of the CUPE Ontario Division, the division's President, E. P. Huggett, said the program should improve "our image in the eyes of the general public and awaken our members to the dangers ahead..." Five thousand dollars of the amount comes from the division, the balance being paid by the union's national office, he said.

Turning to other matters the division president called on the delegates to increase their efforts directed at organizing the unorganized hospitals and homes for the aged in Ontario. "We know there are many just waiting to be asked to join CUPE," he said, but additional organizers were badly needed if the campaign was to succeed. Another matter of concern to the CUPE division is the provincial takeover of municipal employees such as jail guards and assessors who thereby lose the right to choose the union that is to represent them, Mr. Huggett said.



# Employment Injuries in Canada in 1968

Among the employment injuries reported to the Workmen's Compensation Boards, the relation between temporary disability, permanent disability and fatality cases has remained relatively stable during the past decade but in 1968, the proportion of permanent disabilities did rise slightly as shown in Table 1.

**Table 1**

<i>Averages for 1959-1968</i>		
	<i>Number</i>	<i>Per Cent</i>
Fatalities.....	985	0.4
Permanent disabilities.....	10,132	4.5
Temporary disabilities.....	214,895	95.1
<b>TOTAL.....</b>	<b>226,012</b>	<b>100.0</b>

<i>Figures for 1968</i>		
	<i>Number</i>	<i>Per Cent</i>
Fatalities.....	1,016	0.4
Permanent disabilities.....	15,600	5.9
Temporary disabilities.....	248,406	93.7
<b>TOTAL.....</b>	<b>265,022</b>	<b>100.0</b>

During the past five years there has been an increase in the ratio of employment injuries\* to the number of workers employed over the preceding 5-year period. The slight shift in proportion from temporary to permanent disability in 1967

and 1968 might be a reflection of the increased dangers of modern industrial processes.

The average ratio of the number of fatalities reported by the Workmen's

The non-fatal and fatal employment injuries covered in this review are those suffered by persons gainfully employed. They occurred during the course of, or arose out of, their employment, and they include deaths and other employment injuries resulting from industrial diseases.

Statistics on employment injuries are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of employment injuries that occur during the period under review is usually greater than indicated in the article and tables, but injuries that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

Compensation Boards to the total number of fatalities compiled by the Economics and Research Branch of the Department of Labour for the past 10-year period amounts to 83.6 per cent. This indicates that 16.4 per cent of the total fatalities are not covered by workmen's compensation legislation. This ratio is the only means by which an approximation of the grand total of employment injuries can be calculated. At the time of preparation of this report, certain fatalities had not yet been reported to the Department so the preliminary ratio for 1968 exceeds 100.

Furthermore, by relating the number of temporary disability, permanent disability and fatality cases reported by the Workmen's Compensation Boards to the total number of workers employed, an approximation can be made of the workmen's compensation settlement rates for those injuries. The increased rates for recent years reflect the higher incidence of employment injuries though it should be noted that workmen's compensation coverage is being expanded to include more and more workers.

In 1968, the preliminary total of employment injuries, both fatal and nonfatal, reported by the Workmen's Compensation Boards of the 10 provinces was 821,646. The final total for 1967 was 785,310, compared with the preliminary total of 801,700.

The Canada Department of Labour received reports of a total of 914 employment fatalities that occurred in Canada during 1968. The revised total for 1967

\*See Tables H-1 to H-9 on pages 425 to 438.

was 1,156, approximately 7 per cent higher than the preliminary total for that year reported in the previous annual review (L.G., July, 1968, p. 401).

In 1968 the number of reported fatalities in all sectors, except public administration, was lower than in 1967. The total of reported fatalities showed a decrease of 20.8 per cent from the previous year, and was 23.5 per cent lower than the 1959-1968 average.

The proportion of fatalities by individual industrial sectors, in relation to total fatalities in all sectors, did not vary to a great extent when compared to the averages for 1959-1968. Exceptions to this uniformity are found in agriculture in which the proportion of fatalities in 1968 was about half the average proportion over the ten year period, and in the service industry, in which the 1968 proportion was about double the 1959-1968 average.

During 1968, the construction, transportation, manufacturing and mining industries together accounted for 68.5 per cent of the total number of fatalities; of this total, 191 occurred in construction, 167 in transportation, 148 in manufacturing and 120 in the mining industry. The remaining 31.5 per cent of the fatalities were distributed in other industry divisions as follows: forestry, 10.5 per cent; public administration, 6.0 per cent; trade, 5.1 per cent; service, 5.0 per cent; agriculture, 2.8 per cent and fishing, 2.1 per cent.

The Province of Ontario accounted for 33.9 per cent of the total number of fatalities, British Columbia for 23.0 per

cent, and Alberta for 12.5 per cent.

An analysis by type of accident shows that the categories, caught in, on, or between; struck by different objects; falls and slips; and conflagrations; temperature extremes and explosions, accounted for over three quarters of the total fatalities. The remaining quarter of the fatalities recorded were divided between collisions; inhalations, absorptions, asphyxiations and industrial diseases; contact with electric current; miscellaneous type accidents; over-exertion and striking against or stepping on objects.

During 1968, 10 multifatality accidents brought death to 36 employees. Four fishermen were drowned when their vessel, the "Carolyn A", was wrecked on rocky shoals. Four construction workers lost their lives when their truck was hit by a train at a railway crossing and three other construction workers were killed when their overloaded truck broke through the ice on the Ottawa River. Nine deaths were the result of head-on collisions and persons losing control of their cars. Ten employees died in plane crashes. Three miners lost their lives when struck by a quarry car and three other miners were killed in a cave-in.

The 1968 preliminary fatality rate (number of fatalities per 10,000 workers employed) was 1.77 for men and 0.01 for women. The fatality rates for the past eight years (figures for women in parentheses) are shown in Table 2.

This table shows that the male fatality rate has not changed significantly over

the past eight years, and that the female rates were negligible.

As usual, workers employed in primary industries suffered a much higher proportion of fatal accidents than their numbers represent of total employment and the fatality rate (per 10,000 workers employed) is particularly high for miners and related workers (see Table H-8, p. 436). The next

Table 2

			Rate per 10,000
Year	Fatalities	Workers Employed	Workers Employed
		(in thousands)	
1961	1,082 (10)	4,381 (1,674)	2.47 (0.02)
1962	1,128 (4)	4,488 (1,737)	2.51 (0.04)
1963	1,220 (7)	4,567 (1,808)	2.67 (0.07)
1964	1,314 (13)	4,698 (1,911)	2.80 (0.03)
1965	1,318 (6)	4,842 (2,020)	2.72 (0.04)
1966	1,227 (8)	4,983 (2,169)	2.46 (0.07)
1967	1,152 (4)	5,083 (2,296)	2.27 (0.04)
1968*	911 (3)	5,146 (2,391)	1.77 (0.01)

\* Preliminary.

highest rate is for loggers and related workers, followed by fishermen, trappers and hunters.

The employment injury statistics which the Department of Labour has been able to gather on a national basis reflect the need for increased attention to ways of reducing the cost, in lives and money, of industrial accidents in Canada.



# Employment Review For April

Total employment increased more than seasonally between March and April. At 7,629,000, it had risen by 158,000. Unemployment decreased by 16,000 to 432,000, and the labour force, at 8,061,000, increased by 142,000, an above-average increase for this time of year. Compared with April 1968, the labour force increased by 349,000, or 4.5 per cent; employment showed a large gain of 353,000, or 4.9 per cent; and unemployment showed little change.

## Employment

Non-farm employment increased by 103,000 between March and April. The largest gains were in manufacturing, 36,000, and transportation, communication and other utilities, 35,000, followed by community, business and personal service, 22,000, and construction, 20,000. Farm employment rose seasonally by 55,000.

Regionally, the largest increase in total employment, 50,000, took place in Quebec. There were smaller increases of 38,000 in Ontario, 29,000 in the Prairie region, 22,000 in British Columbia and 19,000 in the Atlantic region.

Compared with a year ago, all of the increase in employment, 353,000, occurred in non-farm industries. The largest increase was in community, business and personal service, 136,000, followed by manufacturing, 94,000; trade, 38,000; transportation, communication and other utilities, 35,000; public administration, 27,000; and construction, 20,000.

The year-over-year increase was shared by all regions. The increase in Ontario, 153,000, was the highest, followed by 78,000 in Quebec, 57,000 in British Columbia, 44,000 in the Prairies and 21,000 in the Atlantic region. The largest percentage was recorded in British Columbia.

## Unemployment

Unemployment decreased by 16,000 between March and April, and was 4,000 lower than in April 1968. Of the 432,000 unemployed in April, 28 per cent had been unemployed for less than one month, 29 per cent for one to three months, and 43 per cent for four months or more.

## Wage Schedules Prepared In March

During March, the Department of Labour prepared 288 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 179 contracts in these categories were awarded. In addition, 215 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Department of Defence Production, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in March for the manufacture of supplies and equipment were:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Defence		
Production	101	\$7,757,867.00
Post Office	18	489,262.78
Public Works	1	27,776.00
R.C.M.P.	7	539,708.76

During March, the sum of \$5,399.50 was collected from 13 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 122 workers concerned.

## Unemployment Insurance Fund

During March, 43,535 investigations for unemployment insurance benefit control were completed across Canada. Of these, 38,726 were investigations conducted on premises and 1,856 were selective investigations of claims to verify the fulfilment of statutory conditions. The remaining 912 formal investigations and 2,041 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,660. Prosecutions were commenced in 204 cases, three against employers, three against others, and 198 against claimants. This does not include employer prosecutions commenced by the Revenue Branch and does not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in March totalled \$48,749,078.68 compared with \$49,850,946.12 in February and \$37,764,914.55 in March 1968. Benefits paid in March totalled \$66,440,570.04 compared with \$67,393,893.92 in February and \$63,652,742.95 in March 1968. The balance in the Fund on March 31, 1969 was \$382,638,687.36 compared with \$400,330,178.72 at the end of February and \$302,652,438.77 on March 31, 1968.

## Management Philosophies

Why is it? One company's policy encourages enlightened labour relations. The hierarchy of another company sets a pattern of chippy mistrust.

How important is the company philosophy? How important is it in terms of industrial relations? Philip Lococo, a personnel manager and former president of a local of the International Chemical Workers' Union, considers a company's philosophy the cornerstone of union-management relations.

"If the thinking up above is right, the chances of meaningful relations are good. If it's wrong . . . well, let's hope someone gets through and wakens up management," says Mr. Lococo, Personnel Manager, The Norton Company, Chippawa, Ont.

A company personnel or industrial relations manager is usually reflecting policies handed down from above "and it's not always in the province of the personnel manager to change those policies no matter how bad they are," Mr. Lococo says.

"Some companies advocate a tough policy toward their union. Others show more understanding. Certainly we would never have reached a state of mutual respect here at Norton if the company had had the wrong policy."

When the company does have an enlightened policy, it is important that the personnel manager make it work. "If he can't handle his job, there will be trouble, no matter how commendable the company policy."

Union management relations rest on a fine balance, according to Mr. Lococo. "It takes a hell of a long time to gain the confidence of the union, and it's a delicate thing when you obtain it. The company must maintain an attitude toward the union that: 'If we're wrong, okay we'll correct it, and if you're wrong we expect the same from you.'"

Another company, Marine Industries Ltd. of Sorel, Que., sets down its labour relations policy in a management document. The document was drafted by Jacques Villeneuve, Vice-President, Personnel, and approved by the company President, Gérard Filion, to reflect its attitude toward the unions, *Syndicat National des Chantiers Maritimes de Sorel (CNTU)* and *Syndicat National des Employés de Bureau des Chantiers Maritimes de Sorel (CNTU)*.

Commenting on the document, Harry

J. Waisglass, Director-General of Research and Development, Canada Department of Labour, said: "It is a first-class articulation of philosophy for modern management. I can accept it as reflecting a progressive and sound management attitude."

The Marine Industries document is reprinted below.

### Foreword

Unions have a great influence in the life of an undertaking, by bargaining collectively on such basic matters as wages, fringe benefits, management rights, safety, etc., and by discussing frequently with the Heads of Departments on general working conditions. A progressive firm must therefore take this influence into consideration and define its attitude towards the unions.

### Right of organization

Legislation gives workers the right to belong to the union of their choice and take part in its management. There can be no question of the Company disputing such a basic right. It accepts it as a social reality and a necessity of modern times. It will co-operate with any union representing the majority of its employees.

### Role of trade unionism

Moreover, the Company agrees that the union plays a major role in contemporary society by its actions in the fields of social legislation, education, economic growth, culture, etc. In this way, they influence the development of society in the present-day world. The Company thus stands ready to start an intelligent and fruitful dialogue with its unions.

### Importance of an open dialogue

The dialogue must tend to create a climate of mutual understanding and establish between the two parties relations profitable to both the Company and its employees. This climate of understanding must be expressed in daily contacts between Personnel Management and Heads of Departments on the one hand, and the union representatives and employees on the other hand.

### Attitude of company representatives

The Company representatives must be fair and understanding for their employees, but energetic in the drafting and the enforcement of their instructions.



Jacques Villeneuve

### Adjustment to change

It is obvious that in the years to come new methods of production will affect the nature of jobs, the degree of education of workers, the vocational training methods, the pay systems, etc. The Company and the unions must adjust to these technological changes in order to benefit from them as much as possible.

### Criteria of maturity in labour-management relations

1) The Company believes that the first criterion of maturity in industrial relations is the sense of realities. An undertaking cannot grant all union requests without jeopardizing its financial solidity, neither can it reject, on the other hand, the reasonable requests. Both parties must be realistic by accepting each other as they are and by acknowledging their similarities as well as their differences of opinions and interests.

2) The second criterion is the firm desire of both parties to settle their differences according to the spirit of the collective agreement rather than by the strict and legal observance of the terms; as shown by experience, the latter attitude creates a perpetual tension.

3) The third criterion is the respect of the other's opinion. Truth and equity are not the monopoly of one part only. Each one must try to see and understand the other's opinion in an atmosphere of relaxation.

### Rights and obligations of the employees

The Company agrees that the employees have the right to participate in its economic growth, since they contribute to it through their work and their ideas. However, they also have the obligation to do a good day's work, to respect the property of the undertaking and to help it build an efficient organization where there exists a true spirit of teamwork. Only at this price can both parties progress.



# Unemployment Insurance Report — February

There were 631,000 claimants for regular and seasonal unemployment insurance benefit on February 28. This was 15,000 or 2 per cent more than the 616,000 recorded on January 31. The number of claimants for seasonal benefit rose by 33,000 to 156,000, and claimants for regular benefit decreased by 18,000 to 475,000.

More than two thirds of the claimants had been on claim for more than four weeks. This proportion was 55 per cent at the end of the last month, and 41 per cent at the end of December 1968. Males, who comprised more than 70 per cent of the claimants, accounted for less than half of those who had been on claim for more than 26 weeks.

There were 28,000 fewer claimants at the end of February this year than the 659,000 recorded a year ago. A reduction of 31,000 males was partially offset by an increase of 3,000 females.

A total of 169,000 initial and renewal claims for benefit were filed in local offices across Canada during February. This was 37 per cent fewer than the 267,000 filed in January, and 15 per cent fewer than the 198,000 filed in February 1968. Seventy-six per cent of the February claims were received from persons separating from employment during the month. This pro-

portion was 82 per cent last month and 80 per cent in February 1968.

The average weekly number of beneficiaries was estimated at 536,000 during February, 502,000 in January, and 558,000 in February 1968. Benefit payments amounted to \$67.4 million in February, \$61.2 million in January, and \$59.5 million in February 1968. The average weekly benefit payments for the three dates under consideration were \$31.42, \$30.50 and \$26.67.

British Columbia was the only province that did not share in the increase of claimants since January 31. In that province, the number of male claimants declined by 5,000. The bulk of the increase for both male and female claimants occurred in Ontario.

Compared with the end of February 1968, the claimant count was lower in all provinces east of Saskatchewan. In the three western provinces, increases in the number of male claimants were mainly responsible for the higher claimant count.

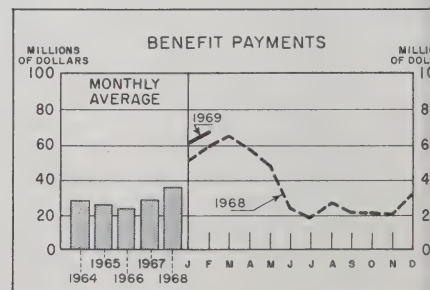
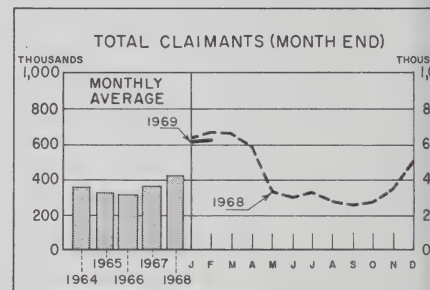
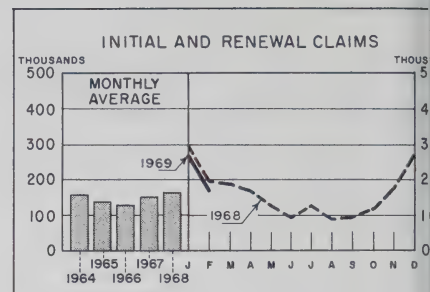
A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Unemployment Insurance and Manpower Section, Dominion Bureau of Statistics

Summary Table

Activity	Cumulative Data				
	Feb. 1969	Jan. 1969	Feb. 1968	Jan. to Feb. 1969	12 months ending Feb. 1969
(in thousands)					
Insured population as at month end..	—	5,434	4,864	—	—
Initial and renewal claims filed					
Total.....	169	267	198	436	1,870
Initial.....	135	210	151	345	1,394
Renewal.....	34	57	47	91	476
Claimants currently reporting to					
local offices.....	631	616	659	623*	419*
Regular benefit.....	475	493	509		
Seasonal benefit.....	156	123	150		
Fishing.....	24	25	24		
Beneficiaries (weekly average).....	536	502	558	519*	321*
Weeks compensated.....	2,145	2,008	2,233	4,152	16,503
Benefit paid.....	\$67,394	\$61,239	\$59,548	\$128,633	\$456,449
Average weekly benefit.....	\$31.42	\$30.50	\$26.67	\$30.98	\$27.66

\* Monthly average.



# Legal Decisions

The Ontario Court of Appeal has ruled that continuance of employment is not sufficient consideration for entering a restrictive covenant.

Legislation Branch

THE ONTARIO Court of Appeal decided on October 18, 1968 that, when a collective agreement provides for the discharge of an employee for just cause only, the continuance of employment by the employer is not consideration in return for a covenant by an employee not to solicit the employer's customers for a twelve-month period after the termination of employment. A collective agreement leaves no room for private negotiations of this sort; by retaining the employee the employer did no more than fulfil the existing agreement.

## Restrictive Covenant

A driver-salesman, who was employed by a catering company to dispense food products within a certain sales territory of Toronto, entered a restrictive covenant with the company in December 1965. Under the covenant he was bound, during and for twelve months after his term of employment, not to assist in introducing others to the company's customers, to disclose the names and addresses of the customers or to work as a driver-salesman or supervisor for himself or any other person carrying on a business similar to that of the company in the same sales territory. The driver-salesman left the service of the company in January, 1967; he immediately began to work in the same territory as a driver-salesman for a competitor of his former employer.

After a trial of the matter, a court order was issued restraining the driver-salesman from doing what he had bound himself not to do under the restrictive covenant. The driver-salesman appealed from this decision on the ground that the trial judge, having held that continuance of employment was sufficient consideration in return for entering the covenant, had erred. Mr. Justice Shroeder, speaking for the Ontario

Court of Appeal, said that there exists undoubted authority for the proposition that, in some circumstances, continuance of employment can be valid consideration in return for entering a restrictive covenant. The vital question was whether this was so in the case at bar.

In the collective agreement that covered the driver-salesman, there was no provision requiring employees to subscribe to the terms of a restrictive covenant regarding the soliciting of the company's customers during or after the term of employment. From the evidence it appeared that only thirty-three of forty-one employees did so covenant. Those who declined were maintained in their employment; moreover, the vice-president of the company stated at the trial that, if the driver-salesman who was involved in the case at bar had not signed the covenant, he would have been able to continue working.

## Paquet Case

In the case of *Syndicat Catholique des Employés de Magasins de Québec Inc. v. Cie. Paquet Ltée.* (L. G. 1959, p. 286), the Supreme Court of Canada defined the legal relationship between employers and employees who have set out their mutual rights and obligations in the terms of a collective agreement. The union was found to be the representative of all the employees in a unit for the purpose of negotiating the collective agreement. Given this, the Supreme Court of Canada said that there was "no room left for private negotiations between employer and employee. Certainly, to the extent of the matters covered by the collective agreement, freedom of contract between master and individual servant is abrogated."

In the case at bar it was found that the right to discharge an employee was inextricably bound up with the right of a dismissed employee to resort to grievance procedure and arbitration, as provided in the collective agreement. There being no mention of the restrictive covenant in the collective agreement, the company would not have had just cause to discharge the driver-salesman had he refused to sign the covenant. By retaining the driver-salesman in its employ, the company was doing no more than fulfilling the existing collective agreement with the union that represented the driver-salesman. The consideration of continuance of employment in return for signing the restrictive covenant was unreal and invalid. A promise to do what the promisor is bound to do under an existing contract cannot be consideration; if a person gets nothing in return for his promise but that to which he is already legally entitled, the so-called consideration is not genuine and is not sufficient to support a contract.

## Company's Action Dismissed

The Ontario Court of Appeal allowed the appeal of the driver-salesman. The decision of the court below to restrain the driver-salesman from soliciting customers of the company was set aside and a judgment dismissing the company's action against him was substituted. *K. M. A. Caterers Ltd. v. Howie* (1969) 1 D.L.R. (3d) Part 7, p. 558; 69 CLLC, para. 14,160.



# Decisions of the Umpire

## CUB 2811

A claimant last employed as an assembler of farm implements had been off work because of a leg injury. When he filed an application for benefit, he had a cast on his leg and stated that, due to the company's safety policy, he could not return to work until the cast was removed.

A week later, the claimant notified the local office that he had started to work on a part-time basis as a real estate salesman, was paid on commission but had not yet received any earnings. He added that he would probably work 15 to 20 hours a week, mostly during the evening, and would be willing to work an eight-hour day shift. The claim was allowed subject to a report of his earnings.

Next month, the insurance officer notified the claimant that he was disqualified from receiving benefit because he was "working as a real estate salesman and have not proved that you are unemployed." The insurance officer commented in his submission to the board of referees: "It is an offence against the Real Estate Act of the province to accept any other employment while in possession of a salesman's licence issued for any place with a population over 5,000. In addition, the claimant would be considered to be in control of his hours of work. The insurance officer decided that the claimant was not unemployed. But because of an error on the part of the commission in not disqualifying the claimant when he first made application, this disqualification was made in effect after four weeks rather than at the beginning."

The claimant appealed to the board of referees, stating, "I went up to the Canada Manpower Centre five or six months ago and they had nothing to offer me and since then have never offered me nothing." He notified the local office that he would be willing to accept work immediately from 8 to 5 and added that he had always been available for work. A month later, he had quit his real estate job and was now available for full-time work.

The board of referees heard the case shortly after this. By a majority decision, it decided to maintain the disqualification during the interval until the claimant had returned to work. The claimant appealed the decision to the umpire on the grounds that:

- the board of referees ignored certain important principles;
- it ignored Regulation 154 under the Act, among other statutory requirements; and
- the claimant did not get a fair hearing.

At the hearing by the umpire, the umpire's considerations and conclusions dealt with whether the claimant was "unemployed" within the meaning of the Act during the period in question. The umpire noted it was undisputed that during the period, the claimant was a licensed real estate salesman who had control of his hours of work. The claimant said he was willing to accept work immediately from 8 to 5. "This latter statement," said the umpire, "indicates that he was willing to take other suitable work—but that relates to his availability for employment and does not afford an answer to the question whether he was at that time employed or unemployed within the meaning of the Act; for a person may, even while employed, be willing to change his employment and take other employment and hold himself out as available for other employment."

Regulation 154 under the Act considers a person unemployed if his employment "is so minor in extent that a person would not, under the circumstances, normally follow it as a principal of livelihood." The umpire did not agree that this applied to the claimant and he therefore found that the majority of the board of referees concluded correctly that the claimant was not unemployed within the meaning of the Act during the period in question.

"One of the objections," said the umpire, "was to the effect that the claimant was not given a fair hearing. This is the first time, in the appeals I have heard, that such complaint is on the record. I mention it here because it was formally put forward in this appeal. However, I do not need to look into that complaint or call upon the board for a statement. In contentious and argumentative cases, there may well be a feeling of dissatisfaction and of unfair treatment on the part of an unsuccessful claimant, but in my experience boards of referees have consistently given fair hearings, as they should do."

The umpire was unable to agree with the claimant's objection that the insurance officer, having allowed a claim for benefit, could not subsequently disqualify the claimant on the same facts or without new facts. In addition, he found that the notice of disqualification did specify the Regulation under which the disqualification was made. The board considered Regulation 154, because its decision mentions that the claimant was in the position of controlling his working hours, which is one of the matters set out in Regulation 154. For these reasons, the appeal was dismissed.

# Railway Arbitration

Cases 146 and 147

Two disputes, concerning the operation of self-propelled equipment, and a time claim, were dealt with by the Canadian Railway Office of Arbitration in Montreal on April 8, 1969. Grievances were dismissed in both cases.

## CASE NO. 146

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen over the use and operation of self-propelled equipment.

The brotherhood claimed that the use of Kœhring rail aid in ditching operations violated the collective agreement. An article in the agreement says that with the exception of off-track equipment, all self-propelled equipment operating on the main track outside yard limits "shall have a conductor in charge." The article noted that when the rail aid is operated with no cars involved, as is the case when it is used as a ditcher for casting over, it is then considered as off-track equipment.

The grievance arose when the rail aid was used together with an accessory car used as a hopper for waste material. The arbitrator said that the accessory car in question is "quite distinct from the ordinary rolling stock of the company, and could not be confused with a regular dump car or gondola."

This accessory cannot in normal conditions be coupled onto other cars and is not included in the consist of any train and it is cleared from the track by the rail aid itself. The equipment used in this operation can be taken off the track in a short time and there is no need to use a siding to clear the track.

The brotherhood contended that because a "car" was involved, a conductor was needed. The arbitrator said that the car used is not a car in the sense in which the word is used in the agreement. He found that the rail aid and the accessory car were being used "in precisely the manner contemplated" by the agreement, and he dismissed the grievance.

## CASE NO. 147

Dispute between the Pacific Great Eastern Railway Company and the Brotherhood of Railroad Trainmen over a claim by a crew for a minimum day at yard rates.

The crew started work at 6 a.m. and arrived at their destination at 12:15 p.m. The train had 34 cars and a caboose. The conductor was told to store the train by placing 27 cars on one track and the remaining cars on another track. The instructions were carried out and the crew went off duty at 13:25 p.m. The conductor submitted a time return for himself and the crew, claiming a minimum day at yard rates.

Final terminal time was payable from 12:15 and the collective agreement says that trainmen will be paid final terminal time including switching, on minute basis at pro rata rate from the time the locomotive reaches the designated point at the final terminal, and that time "shall continue until released from duty." The arbitrator found that the crew did place 27 cars on one track, but did not place the rest of the cars on another track. The latter was done by another crew. The conductor submitted a time claim that included a claim for one hour and ten minutes of final terminal time. This claim was paid. But the conductor subsequently submitted an additional time claim from 12:15 to 12:45 when he and his crew switched the 27 cars. For this work, he sought a minimum day's pay at yard rates, arguing that the crew in effect had been given a new assignment as a yard crew.

The arbitrator concluded that the automatic terminal release clause in the collective agreement does not "require that the grievors be paid for the work in question as though they had become a yard crew. The work related entirely to their own train." It was "final terminal time, including switching." The grievors were properly paid for this work, the arbitrator said. He dismissed the grievance.



# Certification

*Before the CLRB*

The Canada Labour Relations Board met for three days during April. It granted five applications for certification, ordered one representation vote and granted two requests for the review of earlier decisions. During the month, the Board received ten applications for certification and allowed the withdrawal of one such application.

## **Applications for Certification Granted**

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and mechanics employed by Kent Driver Services Limited, Merlin, Ont. (L. G., May, p. 284). Certain employees of the company had intervened (Reasons for Judgment issued\*).

2. Office and Technical Employees Union, Local 15, Office and Professional Employees International Union on behalf of a unit of office and clerical personnel employed at Cranbrook, B.C. by Millar & Brown Ltd., Cranbrook, B.C. (L. G., May, p. 284). Certain employees had intervened.

3. Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union on behalf of a unit of office personnel employed by Empire Shipping Company Limited, Vancouver, B.C. (L. G., June, p. 345).

4. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of boilermaker journeymen and boilermaker foremen employed in the Yukon Territory by The Ralph M. Parsons Construction Co. of Canada Ltd., Toronto, Ont. (L. G., June, p. 345).

5. Berjian Enterprises Employees Union on behalf of a unit of employees of Berjian Enterprises Ltd., Regina, Sask. (L. G., June, p. 345).

## **Representation Vote Ordered**

1. International Alliance of Theatrical Stage Employees and Motion Picture Machine Operators of the United States and Canada, applicant, National Association of Broadcast Employees and Technicians, applicant and intervener, and Radio Atlantic Limited, Fredericton, N.B., respondent (radio station CFNB) (L. G., May, p. 284). The Board directed that the names of both applicants appear on the ballot.

## **Requests for Review Under Section 61 (2)**

1. The Board granted a joint request by the International Association of Machinists and Aerospace Workers and the Quebec North Shore and Labrador Railway Company, Sept-

Iles, Que., for the amendment of an order of the Board made December 18, 1961, which certified the union as bargaining agent of a unit of employees with the company's Catering Department (L. G., June, p. 345). The unit was enlarged to include the classification of Chef in certain kitchens.

2. The Board received and granted a joint request by the International Association of Machinists and Aerospace Workers and the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., which sought the amendment of an order of the Board made March 24, 1965, as amended July 23, 1968, which certified the union as bargaining agent for a unit of employees in the company's Engineering and Maintenance of Way Departments (L. G. 1965, p. 422) (L. G., Oct. 1968, p. 595). The Board granted a request that the bargaining unit be enlarged by the addition of certain Catering Department office and clerical employees.

## **Applications for Certification Received**

1. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of truck drivers employed by Heinrichs Bros. Holding Co. Ltd., operating under the trade name of Heinrichs Bros. Transport Co., Swift Current, Sask. (See also Applications for Certification Withdrawn, below).

2. United Steelworkers of America on behalf of a unit of employees of Agnew Lake Mines Limited, Espanola, Ont. (Investigating Officer: K. Hulse).

3. Public Service Alliance of Canada on behalf of a unit of employees of The Royal Canadian Mint, Ottawa, Ont. (Investigating Officer: J. Coallier).

4. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of truck drivers employed by Richardson Transport Ltd., Calgary, Alta. (Investigating Officer: D. H. Cameron).

5. Beverage Dispensers and Culinary Workers Union, Local 835, on behalf of a unit of tavern employees employed by Edgewater Hotel (Tavern) White Pass Hotels Limited, Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

6. Air Line Employees Association, International, on behalf of a unit of employees of North Central Airlines, Inc., Minneapolis, Minnesota, U.S.A., employed at various office and airport locations in Canada (Investigating Officer: K. Hulse).

7. *Le Syndicat général du cinéma et de la télévision* (CSN) (Section Radio-Canada) on behalf of a unit of employees of *Les Services Ménagers Roy Ltée*, Montreal, Que., engaged in the performance of a contract for service with the Canadian

\* Full text appears in Supplement No. 4, 1969.

Broadcasting Corporation. (Investigating Officer: G. R. Doucet).

8. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Moncton Broadcasting Limited, Moncton, N.B., employed in radio, television and transmitter stations at various locations in New Brunswick (Investigating Officer: C. A. Ogden).

9. International Association of Machinists and Aerospace Workers on behalf of a unit of office and clerical employees of Eastern Provincial Airways (1963) Limited, Gander, Nfld. (Investigating Officer: W. J. Gillies).

10. Canadian Telecommunications Union, Division No. 43, United Telegraph Workers on behalf of a unit of certain operators and agents employed in telegraph offices by Cana-

dian National Railways (Telecommunications Department) (Investigating Officer: H. A. Fisher).

#### **Applications for Certification Withdrawn**

Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Heinrichs Bros. Holding Co. Ltd., operating under the trade name of Heinrichs Bros. Transport Co., Swift Current, Sask., (See Item 1, Applications for Certification Received, above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

## Conciliation

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Atomic Energy of Canada Limited (Commercial Products Division) Ottawa, Ont., and the Ottawa Atomic Workers Union, Local 1541, CLC (Conciliation Officer: T. B. McRae).

2. British Columbia Television Broadcasting System Limited (CHAN-TV), Vancouver, and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron).

3. Aqua Transportation Limited, Vancouver, B.C., and the Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe).

4. McAllister Towing Limited, Montreal, and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne).

5. Atomic Energy of Canada Limited, Chalk River, and Atomic Energy Allied Council, AFL-CIO and CLC (Conciliation Officer: T. B. McRae).

6. Northern Industrial Carriers Ltd., Edmonton, and Local 362, Truckers, Cartagemen, Construction and Building Material Employees. (Conciliation Officer: D. H. Cameron).

7. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and the Brotherhood of Railroad Trainmen

### *Before the Minister of Labour*

(United Transportation Union) (Conciliation Officer: G. R. Doucet).

8. Cape Breton Broadcasters Limited (Radio Stations CJCX and CJCX, Sydney, N.S.) and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: C. A. Ogden).

9. Clarke Steamship Company Limited, Eastern Canada Stevedoring (1963) Limited, Agence Maritime Inc., and Local 5197, United Steelworkers of America (Conciliation Officer: G. R. Doucet).

10. Upper Lake Shipping Ltd., Grain Elevator Division Goderich, Ont., and Federal Union 23736, CLC (Conciliation Officer: H. A. Fisher).

11. The Goderich Elevator and Transit Company Limited and Federal Union 23736, CLC (Conciliation Officer: H. A. Fisher).

#### **Settlements by Conciliation Officers**

1. Robin Hood Flour Mills Limited, Saskatoon, Sask. and Local 342, United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel) (L. G., June, p. 346).

2. Millar and Brown Limited, Cranbrook, B.C., and Local 15, Office and Technical Employees Union (Conciliation Officer: D. H. Cameron) (L. G., June, p. 346).

3. National Harbours Board, Quebec Harbour, and



Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: G. R. Doucet) (L. G., June, p. 346).

4. Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Pilots' Association (I.R.F. Pilots) (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 283).

5. Abitibi Provincial Inc., Val D'Or, Que., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: S. T. Payne) (L. G., May, p. 283).

6. National Harbours Board, and Public Service Alliance of Canada (Police Association Group, Halifax, N.S., and Saint John, N.B.) (Conciliation Officer: C. A. Ogden) (L. G., May, p. 283).

#### **Conciliation Boards Appointed**

1. C. J. C. H. Limited, Halifax, N.S., and Local 1318, International Brotherhood of Electrical Workers (L. G., June, p. 346).

2. Baton Broadcasting Limited, CFTO-TV, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (L. G., May, p. 283).

#### **Conciliation Boards fully Constituted**

1. The Board of Conciliation and Investigation established in March to deal with a dispute between H. W. Bacon Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (L. G., June, p. 347) was fully constituted in April with the appointment of J. B. Metzler of Toronto, as Chairman. Mr. Metzler was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee David Churchill-Smith, Toronto, and union nominee William Walsh, Hamilton.

2. The Board of Conciliation and Investigation established in March to deal with a dispute between the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia (Plant Division) (L. G., June, p. 347) was fully constituted in April with the appointment of Professor Joseph C. Smith of the Faculty of Law of the University of British Columbia, as Chairman. Professor Smith was appointed by the Minister on the joint recommendation of the other two members of the board, company nominee George S. Cumming, Vancouver, and union nominee D. D. Stupich, Nanaimo.

3. The Board of Conciliation and Investigation established in March to deal with a dispute between the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia (Traffic Division) (L. G., June, p. 347) was fully constituted in April with the appointment of Professor Joseph C. Smith of the Faculty of Law of the University of British Columbia, as Chairman. Professor Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee George S. Cumming, Vancouver, and union nominee D. D. Stupich, Nanaimo.

4. The Board of Conciliation and Investigation established

in March to deal with a dispute between the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia (Clerical Division) (L. G., June, p. 347) was fully constituted in April with the appointment of Professor Joseph C. Smith of the Faculty of Law of the University of British Columbia, as Chairman. Professor Smith was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee George S. Cumming and union nominee M. J. Alton, both of Vancouver.

5. The Board of Conciliation and Investigation established in March to deal with a dispute between the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Local 96, Brotherhood of Maintenance of Way Employees (L. G., June, p. 347) was fully constituted in April with the appointment of Judge Paul A. Péloquin, Court of the Sessions of Peace, Sorel, Que., as Chairman. Judge Péloquin was appointed by the Minister on the joint recommendation of the other two members of the board, company nominee Paul F. Renault, Q.C., and union nominee Jacques Chaloult, both of Montreal.

#### **Board Report Received**

McKee Moving and Storage Company Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., May, p. 283\*).

#### **Conciliation Boards not Appointed**

1. Veteran Transfer Ltd., Edmonton, Alta., and Local 362, Truckers, Cartagemen, Construction and Building Material Employees (L. G., June, p. 346).

2. Lakehead Freightways Limited, Port Arthur, Ont., and Locals 938, 979 and 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L. G., March, p. 176).

#### **Settlement by Conciliation Board**

Shipping Federation of Canada, Inc., Montreal, P.Q., and Locals 375, 1552, 1657, Montreal; 1846, Trois-Rivières; 1605 and 1739, Quebec City, of the International Longshoremen's Association (mediation provided by Judge Alan B. Gold and Hon. Bryce Mackasey) (L. G., June 1968, p. 344).

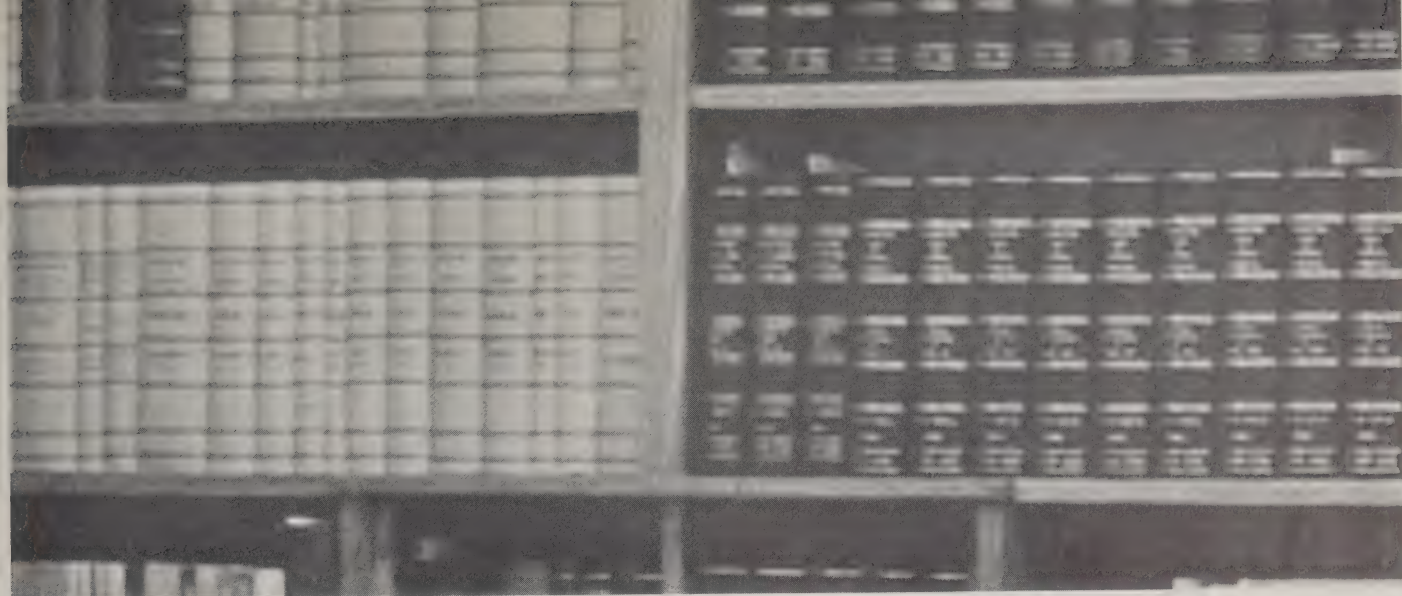
#### **Strike Action**

1. Air Canada, Montreal, and District Lodge 148, International Association of Machinists and Aerospace Workers (Strike began April 21) (L. G., June, p. 347).

2. Lakehead Freightways Limited, Port Arthur, Ont., and Locals 938, 979 and 990, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Strike began February 20) (See above).

\*Full text published in Supplement No. 3, 1969.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.



# Publications

*In the Library*

List No. 244

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

## Automation

1. MANITOBA CONFERENCE ON TECHNOLOGICAL CHANGE, WINNIPEG, 1968. *Automation and the individual; proceedings of the Manitoba Conference on Technological Change sponsored by the Manitoba Labour-Management Review Committee in co-operation with the Religion, Labour, Business and Professional Council of Greater Winnipeg, March 6th and 7th, 1968, Winnipeg, Manitoba.* [Winnipeg, Manitoba Labour-Management Review Committee? 1968]. v, 107 p.

H. D. Woods, chairman.

Partial Contents: Technological change in contemporary society, by John Dunlop. Change in the Manitoba economy, by H. C. Pentland. Technological change and collective bargaining, by Arthur Kruger. Human responses to technological and other industrial change, by J. J. Loubser. Existing policies and programs of Government: Federal, by W. R. Dymond; Provincial, by B. Scott Bateman. The role of Government, by John Crispo. Discussion by John Bulman and William Dodge.

2. SIEGMAN, JACOB. *White collar automation: a study*

*in technological and social change.* Ann Arbor, Mich., University Microfilms, 1968. viii, 258 p.

Thesis (Ph.D.) — University of Illinois, 1967.

This study deals with the introduction of an IBM computer into the accounting section of a civil service office that processed tax returns, and the effect of automation on the section employees.

## Collective Bargaining

3. CULLEN, DONALD EUGENE. *Management rights and collective bargaining: can both survive?* By Donald E. Cullen and Marcia L. Greenbaum. Ithaca, New York State School of Industrial and Labour Relations, Cornell University, 1966. vii, 63 p.

A review of the involved question of management rights.

4. HENSON, GUY. *The Nova Scotia labour-management agreements; a paper prepared for the Annual conference, Institute of Public Administration of Canada, September, 1968.* Halifax, Institute of Public Affairs, Dalhousie University, 1968. 64 p.

5. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Emerging sectors of collective bargaining. Eighteenth annual conference, April 2 and 3, 1968.* [Paul Weinberg, ed. Montreal, 1968]. 120 p.

Contents: The dilemma of the employee in the emerging sectors [by] Robert Sauvé. The white collar outlook: Canada and the United States, comparative reflections [by] Everett Kassalow. The professional and collective bargaining. Modera-



tor: Saul Frankel; Panel: Yvan Brunet [and others]. A new approach to labour relations in the Public Service [by] Arvid Anderson. Labour-management relations in the Public Service sector. Moderator: Sydney Ingerman; Panel: Francis Eady [and others]. Collective bargaining in the hospitals. Moderator: Perry Meyer; Panel: André Chagnon [and others].

6. RAUSCH, ERWIN. *Collective bargaining; a didactic game*. Chicago, Science Research Associates [c1968]. 46 p.  
A programmed instruction book.

7. RUBIN, RICHARD S. *A summary of State collective bargaining law in public employment*. [Ithaca, Public Service Training Program, New York State School of Industrial and Labor Relations, Cornell University, 1968]. 52 p.

## Industry

8. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Leasing in industry*, by Henry G. Hamel. New York, c1968. 111 p.

Presents a critical appraisal of industrial leasing, based on experiences of about 300 lessees and lessors. Contents: Significance and growth of leasing. Advantages and disadvantages of leasing. Professional lessors. Negotiating a lease and selecting a lessor. Evaluating the lease proposal. Reporting leases in financial statements. Includes case studies.

9. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Organizing for exporting*, by James Greene. New York, 1968. 64 p.

Summarizes the export practices of more than 160 companies which sell in foreign markets.

10. SAFARIAN, ALBERT EDWARD. *Foreign ownership of Canadian industry*. Toronto, McGraw-Hill Co. of Canada [1967, c1966]. xiv, 346 p.

"The objective of this study is to attempt to establish data on the characteristics of those Canadian firms which are owned by non-residents, and to analyse some of the consequences with respect to the structure and development of the Canadian economy. Particular attention will be given to some basic economic characteristics of the firms; to the organizational framework of the companies involved, including the nature of senior personnel and the relationship with affiliates abroad; to export and import policies and results; to research and development; and to some aspects of financial operations."

## Labour Organization

11. BLACKBURN, ROBIN, ED. *The incompatibles: trade union militancy and the consensus*, edited by Robin Blackburn and Alexander Cockburn. Harmondsworth, Eng., Penguin in association with 'New Left Review,' 1967. 281 p.

An appraisal of British trade unions today and of the relationship between the unions and the British Labour Party.

12. NATIONAL MARITIME UNION OF AMERICA. *On a true course; the story of the National Maritime Union AFL-CIO*. [Washington, 1967]. 162 p.

Written by Bernard Raskin.  
A picture-history of the union.

13. RAO, AJJARAPU VENKATA RAMAN. *Indian trade unions*. Honolulu, University of Hawaii, Industrial Relations Center, 1967. 98 p.

Contents: Evolution trends. Growth, constitution, structure, finance, politics, and policies. Relations with the World Federation of Trade Unions and the International Confederation of Free Trade Unions. Labour-management relations. The State in relation to labour.

14. [REGIONAL TRADE UNION SEMINAR ON THE

ROLE OF TRADE UNIONS IN HOUSING, HAMBURG 1967]. *The role of trade unions in housing; [regional trade union seminar] Hamburg, 17th-19th January 1967. Final report*. Paris, Manpower and Social Affairs Directorate, [OECD], 1968. 207 p.

*Supplement to the final report*. Paris, 1967. 94 p. 27 cm. tables.

The Final report presents a summary of the conference on particular aspects: land, finance, manpower, and economic stability. The Supplement contains six national reports for Austria, Germany, the Netherlands, Norway, Sweden, and the United Kingdom. The country papers deal with such matters as existing housing stock and rates of construction, systems of financing, land policy, methods of increasing capacity, manpower aspects, trade union participation, but these are treated in terms of national experience, approaches, and failings.

## Labour Supply

15. BURT, SAMUEL M. *Toward greater industry and government involvement in manpower development*, by Samuel M. Burt and Herbert E. Striner. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. 21 p.

Considers the problems involved in hiring and training the hard-core unemployed.

16. JOHNSTON, THOMAS LOTHIAN. *Short-run adjustment measures*. Kingston, Ont., Industrial Relations Centre, Queen's University, 1968. 20 p.

"A paper given at the OECD International Conference on 'Employment Stabilization in a Growth Economy' held at Munich in October 1967."

17. U.S. DEPARTMENT OF LABOUR. MANPOWER ADMINISTRATION. *Work force adjustments in private industry — their implications for manpower policy*. Washington, GPO, 1968. 130 p.

Part 1 consists of the proceedings of a conference while Part 2 consists of a report on which the conference discussion was based.

The report is a summary of two doctoral dissertations: *The theory of internal labor markets*, by Peter B. Doeringer; and, *Technological change and structural imbalances in the labor market*, by Michael J. Piore.

## Labouring Classes

18. FINE, SIDNEY A. *Use of the Dictionary of Occupational Titles to estimate educational investment*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. [363] 375 p.

The author describes how researchers concerned with general and specific education and training can use the supplement to the *Dictionary of occupational titles* (3rd ed.) titled, *Selected characteristics of occupations (physical demands, working conditions, training time)*, 1966.

19. GREAT BRITAIN. NATIONAL ECONOMIC DEVELOPMENT OFFICE. *A study of labour turnover*. [London, 1968]. 37 p.

"This study was undertaken for the [Economic Development Committee for Food Manufacturing] by Mr. J. M. M. Hill of the Centre for Applied Social Research of the Tavistock Institute of Human Relations."

20. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *Bulletin 5, November 1968*. Geneva, 1968. 259 p.

Partial contents: Teaching and research in industrial relations: an introductory comment, by Robert W. Cox. Industrial relations, its teaching and scope: an Australian experience. Industrial relations research in Canada, by Louis-

Marie Tremblay. Teaching and research in industrial relations in France, by F. Sellier. Research and teaching in industrial relations: the United Kingdom experience, by A. I. Marsh. Education and research in industrial relations in the United States, by Charles M. Rehmus. The comparative labour field, by Everett M. Kassalow. Workers' participation in management. Conceptual framework and scope of national studies. Workers' participation in management: a review of Indian experience. Workers' participation in management in Poland. International Industrial Relations Association.

21. SELVIN, DAVID F. *Champions of Labor*. New York, Abelard-Schuman [1967]. 256 p.

Contains short sketches of the lives and work of thirteen American labour leaders: William H. Sylvius, Terence V. Powderly, Samuel Gompers, Eugene V. Debs, William D. Haywood, William Green, John L. Lewis, Sidney Hillman, David Dubinsky, Philip Murray, Walter Reuther, George Meany, and Philip Randolph.

### Management

22. JAY, ANTONY. *Management and Machiavelli; an inquiry into the policies of corporate life*. [1st ed.]. New York, Holt, Rinehart and Winston [1968, c1967]. x, 244 p.

This book is based on Machiavelli's "method of taking a current problem and then examining it in a practical way in the light of the experiences of others who have faced a similar problem in the past." The author, a management consultant, has made "an attempt to analyze current and relevant management problems in the light of experience, observation and history."

23. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Communicating with employees about mergers*, by Geneva Seybold. New York, 1968. 59 p.

This report describes how employees were kept informed in nine mergers — what they were told, the media used to inform them, etc. Examples of the use of 29 different media, written and oral, are given, and texts of news releases, personal letters, memoranda, and bulletins are reproduced.

### Wages and Hours

24. NATIONAL COUNCIL OF APPLIED ECONOMIC

RESEARCH. *Wage differentials in Indian industry*. New Delhi, 1967. xi, 176 p.

25. U.S. BUREAU OF LABOUR STATISTICS. *Employment and earnings statistics for the United States, 1909-68. Based on the 1957 Standard industrial classification as amended by the 1963 Supplement*. Washington, GPO, 1968. 924 p.

### Miscellaneous

26. AUSTRALIA. WOMEN'S BUREAU. *Night work restrictions*. [Melbourne?] 1968. 39 p.

Reviews Australian State Laws, State and Commonwealth awards, foreign legislation and practice, and international conventions relating to night work for women in industry.

27. SEMINAR ON INPUT-OUTPUT RESEARCH, Winnipeg, 1967. *Contributed papers, input-output conference, Winnipeg, March, 1967*. [Winnipeg, Manitoba Economic Consultative Board, 1968?]. 63 p.

Seminar sponsors: Manitoba Economic Consultative Board and Dominion Bureau of Statistics.

Cover-title: Manitoba input-output conference.

28. U.S. BUREAU OF LABOUR STATISTICS. *Revised equivalence scale for estimating equivalent incomes or budget costs by family type*. Washington, GPO, 1968. 23 p.

29. U.S. DEPARTMENT OF LABOUR. MANPOWER ADMINISTRATION. *Finding jobs for Negroes: a kit of ideas for management*. Washington, GPO, 1968. 13 p.

"...Based on a study *The Negro and Equal Employment Opportunities: A Review of Management Experiences in Twenty Companies*, by Prof. Louis A. Ferman of the Institute of Labor and Industrial Relations, The University of Michigan-Wayne State University."

30. U.S. DEPARTMENT OF LABOR. MANPOWER ADMINISTRATION. *Transferring military experience to civilian jobs; a study of selected air force veterans*. Washington, GPO, 1968. 38 p.

"Based on *An examination of the Transferability of Certain Military Skills and Experience to Civilian Occupations*, A thesis presented to the Faculty of the Graduate School of Cornell University for the Degree of Doctor of Philosophy, by Robert Brooks Richardson, September 1967."



# STATISTICS SECTION

## Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*.....		8,061	+ 1.8	+ 4.5
(week ended April 19, 1969)				
Employed.....		7,629	+ 2.1	+ 4.9
Agriculture.....		521	+11.8	- 2.3
Non-agriculture.....		7,108	+ 1.5	+ 5.4
Paid workers.....		6,572	+ 1.3	+ 5.5
At work 35 hours or more.....		6,186	+ 3.0	+10.7
At work less than 35 hours.....		1,193	+ 6.2	-12.6
Employed but not at work.....		250	-27.5	-22.4
Unemployed.....		432	- 3.6	- 0.9
Atlantic.....		67	0.0	+ 6.3
Quebec.....		182	- 4.2	+ 4.0
Ontario.....		100	+ 1.0	- 6.5
Prairie.....		42	-12.5	+ 5.0
British Columbia.....		41	- 6.8	-19.6
Without work and seeking work.....		404	- 1.2	+ 0.2
On temporary layoff up to 30 days.....		28	-28.2	-15.2
INDUSTRIAL EMPLOYMENT† (1961 = 100) .....	March	122.1	+ 0.5	+ 3.5
Manufacturing employment (1961 = 100) .....		123.3	+ 0.7	+ 3.3
IMMIGRATION.....	1968	183,974	—	-17.5
Destined to the labour force.....		95,446	—	-20.2
STRIKES AND LOCKOUTS .....	April			
Strikes and lockouts.....		95	+14.5	+10.5
No. of workers involved.....		30,211	+33.1	-27.6
Duration in man days.....		272,490	+61.1	-16.1
EARNINGS AND INCOME .....				
Average weekly wages and salaries (ind. comp.)† .....	March	\$115.92	+ 0.5	+ 7.8
Average hourly earnings (mfg.)†.....	March	\$ 2.74	+ 0.7	+ 9.2
Average hours worked per week (mfg.)†.....	March	40.5	+ 0.5	+ 1.0
Average weekly wages (mfg.)†.....	March	\$110.88	+ 1.3	+10.2
Consumer price index (1961 = 100) .....	April	124.6	+ 1.1	+ 4.4
Index numbers of weekly wages in 1961 dollars (1961 = 100) .....	February	119.4	+ 0.5	+ 4.8
Total labour income (thousands of dollars) .....	January	3,006	- 0.7	+10.6
INDUSTRIAL PRODUCTION† .....	March			
Total (average 1961 = 100) .....		169.7	+ 1.6	+ 9.4
Manufacturing.....		169.8	+ 2.1	+10.2
Durables.....		190.7	+ 2.8	+15.2
Non-durables.....		152.6	+ 1.3	+ 5.5
NEW RESIDENTIAL CONSTRUCTION‡ .....	March			
Starts.....		11,679	+ 6.4	+33.7
Completions.....		10,067	- 3.6	+18.7
Under construction.....		110,515	+ 1.1	+40.1

\* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Centres of 10,000 population or more.

## Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Injuries

### A—Labour Force

TABLE A-1—Regional Distribution, Week Ended April 19, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
	(in thousands)					
THE LABOUR FORCE.....	8,061	641	2,273	2,994	1,332	821
Men.....	5,467	444	1,557	2,004	912	550
Women.....	2,594	197	716	990	420	271
14-19 years.....	763	64	214	254	148	83
20-24 years.....	1,203	123	389	393	189	109
25-44 years.....	3,467	241	1,002	1,339	527	358
45-64 years.....	2,409	196	618	919	423	253
65 years and over.....	219	17	50	89	45	18
EMPLOYED.....	7,629	574	2,091	2,894	1,290	780
Men.....	5,126	386	1,407	1,933	879	521
Women.....	2,503	188	684	961	411	259
Agriculture.....	521	25	104	127	242	23
Non-agriculture.....	7,108	549	1,987	2,767	1,048	757
Paid workers.....	6,572	500	1,817	2,585	975	695
Men.....	4,282	331	1,199	1,684	613	455
Women.....	2,290	169	618	901	362	240
UNEMPLOYED.....	432	67	182	100	42	41
Men.....	341	58	150	71	33	29
Women.....	91	*	32	29	*	12
PERSONS NOT IN LABOUR FORCE.....	6,496	714	1,906	2,202	1,031	643
Men.....	1,748	227	505	560	279	177
Women.....	4,748	487	1,401	1,642	752	466

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.



TABLE A-2—Age, Sex and Marital Status, Week Ended April 19, 1969

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	14,557	2,413	4,109	1,171	4,209	1,127	1,528
LABOUR FORCE.....	8,061	763	3,925	946	1,416	792	219
Employed.....	7,629	675	3,754	844	1,377	771	208
Unemployed.....	432	88	171	102	39	21	11
NOT IN LABOUR FORCE.....	6,496	1,650	184	225	2,793	335	1,309
PARTICIPATION RATE†							
1969—April 19.....	55.4	31.6	95.5	80.8	33.6	70.3	14.3
March 22.....	54.5	30.2	95.0	79.9	32.4	70.1	14.0
UNEMPLOYMENT RATE‡							
1969—April 19.....	5.4	11.5	4.4	10.8	2.8	2.7	5.0
March 22.....	5.7	12.1	4.7	11.5	2.8	2.4	6.1

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended April 19, 1969

	April 1969	March 1969	April 1968
(in thousands)			
TOTAL UNEMPLOYED.....	432	448	436
On temporary layoff up to 30 days.....	28	39	33
Without work and seeking work.....	404	409	403
Seeking			
Full-time work.....	383	387	387
Part-time work.....	21	22	16
Under 1 month.....	91	87	87
1-3 months.....	125	152	140
4-6 months.....	116	107	119
More than 6 months.....	72	63	57

SOURCE: Labour Force Survey, DBS.

## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals									Totals **
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,972	11,461	1,819	35,230
1968—February.....	71.3	715.5	236.1	30.9	180.1	50.6	386.7	898.3	142.8	2,726.0
March.....	72.2	721.2	236.8	29.0	184.9	51.4	391.3	911.1	146.5	2,758.7
April.....	70.5	744.7	241.7	25.7	198.9	51.6	398.9	918.2	151.3	2,819.8
May.....	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September.....	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November.....	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December.....	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January*.....	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February†.....	77.2	801.4	261.1	27.2	196.9	52.3	439.3	1,027.6	167.3	3,064.4
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—February.....	71.0	728.1	242.9	33.9	212.0	51.7	397.3	905.4	143.1	2,807.9
March.....	71.7	730.5	247.4	35.0	213.1	52.9	399.9	918.8	143.7	2,835.6
April.....	73.0	752.9	246.3	34.2	215.5	52.6	403.3	927.1	146.2	2,873.9
May.....	72.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June.....	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July.....	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August.....	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September.....	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October.....	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November.....	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December.....	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January*.....	76.4	807.0	270.9	27.9	214.6	53.3	448.3	1,020.1	159.5	3,101.3
February†.....	76.8	817.8	269.6	30.2	230.2	54.1	451.5	1,039.5	162.5	3,155.5

\*Revised. †Preliminary.

†Includes post office wages and salaries. \*\*Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).



## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at January 1969, employers in the principal non-agricultural industries reported a total employment of 3,573,386. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and

from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
Average						
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965†.....	114.3	116.3	91.01	117.2	116.2	94.78
1966†.....	120.7	123.1	96.30	123.5	122.8	100.13
1967†.....	122.6	131.4	102.79	123.2	130.6	106.53
1968—January.....	118.6	135.6	106.10	119.8	135.3	110.30
February.....	117.1	137.0	107.17	117.8	136.5	111.31
March.....	118.0	137.5	107.57	119.4	136.7	111.48
April.....	119.3	139.3	108.97	120.2	140.2	114.33
May.....	122.7	139.8	109.39	122.0	140.2	114.35
June.....	124.6	140.5	109.92	123.3	140.1	114.23
July.....	124.0	140.5	109.93	121.8	138.8	113.20
August.....	126.9	141.8	110.92	125.3	140.4	114.48
September.....	126.7	143.8	112.48	125.7	143.6	117.08
October.....	126.0	144.3	112.90	124.5	144.8	118.08
November.....	125.7	144.9	113.37	124.0	145.6	118.70
December*.....	122.7	140.5	109.94	121.6	140.9	114.92
1969—January†.....	121.4	145.8	114.04	121.8	146.5	119.47

\* Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Jan. 1969	Dec. 1968	Jan. 1968	Jan. 1969	Dec. 1968	Jan. 1968
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	110.8	114.3	109.5	94.72	90.39	89.99
Newfoundland.....	108.8	113.5	109.8	102.10	97.81	95.15
Prince Edward Island.....	122.1	137.5	106.0	75.97	73.80	76.96
Nova Scotia.....	111.9	113.6	109.6	91.38	87.00	87.41
New Brunswick.....	109.6	113.7	109.7	95.96	91.50	90.96
Quebec.....	115.0	116.1	114.9	111.98	108.12	104.43
Ontario.....	126.9	127.9	123.2	117.94	113.22	109.01
Prairie Region.....	118.2	121.2	117.1	108.20	104.91	100.80
Manitoba.....	112.0	113.5	114.2	103.46	100.88	96.51
Saskatchewan.....	112.3	117.5	113.4	103.88	103.17	97.74
Alberta.....	126.0	129.2	123.4	113.35	108.56	105.26
British Columbia.....	125.2	129.3	121.8	122.45	119.90	115.77
CANADA.....	121.0	122.7	118.5	114.03	109.94	106.11
URBAN AREAS						
St. John's.....	128.0	136.3	131.3	87.74	84.94	83.26
Halifax.....	117.6	120.9	115.6	94.64	89.19	89.48
Sydney.....	96.2	98.9	97.5	99.08	94.98	97.52
Moncton.....	116.1	117.3	111.9	90.93	87.85	84.20
Saint John.....	118.0	117.8	112.9	92.89	87.98	89.97
Chicoutimi.....	107.3	109.1	101.5	128.21	123.54	122.06
Montreal.....	119.0	119.2	118.3	113.60	109.49	106.05
Quebec.....	115.7	116.0	109.4	96.61	94.28	89.58
Shawinigan.....	96.4	98.3	98.0	114.26	111.87	107.53
Sherbrooke.....	116.3	112.0	116.7	96.34	91.63	89.45
Trois-Rivières.....	108.1	109.6	105.8	105.53	102.82	94.79
Ottawa-Hull.....	131.5	132.7	123.6	105.79	102.42	98.95
Belleville.....	117.3	120.0	113.2	99.48	93.57	92.22
Brampton.....	270.1	273.1	259.7	117.32	112.85	109.02
Brantford.....	129.4	125.5	128.9	109.62	103.69	101.57
Fort William-Port Arthur.....	119.5	122.9	114.6	111.42	108.33	102.22
Guelph.....	133.3	134.9	134.1	107.21	101.72	100.00
Hamilton.....	120.7	121.4	117.4	119.85	115.69	113.05
Kingston.....	121.2	123.8	118.1	111.37	115.47	102.30
Kitchener.....	148.3	148.9	141.8	105.26	99.53	98.26
London.....	121.0	122.5	120.7	109.19	105.18	99.97
Niagara Falls.....	99.4	100.3	101.9	112.04	112.02	103.70
Oshawa.....	143.0	143.1	139.5	135.68	130.10	106.79
Peterborough.....	133.2	136.0	131.6	121.81	116.50	110.96
Sarnia.....	139.4	138.6	131.4	153.42	139.36	137.07
Sault Ste. Marie.....	120.9	122.2	113.5	130.54	127.04	120.72
Sudbury.....	121.2	119.3	110.9	138.91	136.83	130.65
St. Catharines.....	139.1	142.2	140.8	134.61	126.66	116.09
Timmins.....	70.4	70.8	77.8	102.98	99.57	97.93
Toronto.....	129.3	130.0	124.5	118.26	113.77	110.21
Welland.....	109.5	109.6	108.7	131.01	122.05	124.61
Windsor.....	153.0	155.2	152.8	131.77	124.53	108.92
Winnipeg.....	115.1	116.6	113.8	96.88	94.54	90.42
Regina.....	117.4	123.2	114.8	100.03	99.07	93.79
Saskatoon.....	137.2	144.9	137.1	98.79	97.83	91.71
Calgary.....	134.8	139.1	132.1	110.24	106.31	102.63
Edmonton.....	134.3	137.8	128.6	107.62	102.34	98.19
Vancouver.....	130.4	133.6	124.0	119.46	116.42	111.88
Victoria.....	121.3	124.0	118.7	106.28	104.08	99.12

\* Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



**TABLE C-3—Estimates of Employees by Industry, Provinces and Canada**

						Trans- porta- tion, Commu- nication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services			Total Specified Industries
	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non- Durables	Durables	Con- struc- tion				Non com- mercial Sector†	Com- mercial Sector‡	Public Adminis- tration**	
(in thousands)												
<b>CANADA</b>												
Jan. 1969*	47.6	119.9	838.5	794.8	313.7	629.1	1,003.2	288.6	1,114.3	619.5	406.3	6,181.5
Dec. 1968*	53.3	118.2	836.9	792.5	309.7	637.2	1,055.5	287.7	1,123.1	616.9	397.8	6,236.0
Jan. 1968	60.1	118.1	805.6	773.3	302.6	625.4	938.4	266.4	1,044.6	564.6	398.6	5,892.7
<b>NEWFOUNDLAND</b>												
Jan. 1969*	2.1	5.8	8.4	1.6	3.5	12.9	16.8	2.0	21.8	7.4	7.8	93.3
Dec. 1968*	1.4	5.7	8.7	1.5	2.7	14.4	17.6	2.1	22.8	7.4	7.7	95.6
Jan. 1968	2.0	5.6	9.1	1.7	—	14.0	15.3	1.8	21.7	6.1	7.6	92.5
<b>PRINCE EDWARD ISLAND</b>												
Jan. 1969*	—	—	2.3	0.3	1.2	2.7	4.0	0.6	6.1	1.4	2.0	20.6
Dec. 1968*	—	—	2.3	0.3	1.4	3.0	4.3	0.6	6.1	1.5	2.1	21.5
Jan. 1968	—	—	1.3	0.4	1.2	2.7	3.6	0.6	5.7	1.7	2.1	19.3
<b>NOVA SCOTIA</b>												
Jan. 1969*	2.5	6.8	17.2	13.2	11.6	23.5	31.5	6.9	39.1	13.8	20.2	186.2
Dec. 1968*	1.4	7.0	17.9	13.5	11.6	21.9	33.6	6.6	38.5	13.3	20.1	185.4
Jan. 1968	2.0	7.1	16.9	14.7	9.7	21.8	28.5	6.4	37.0	12.3	19.1	175.4
<b>NEW BRUNSWICK</b>												
Jan. 1969*	3.4	2.3	15.9	10.6	8.1	21.8	25.4	4.4	31.0	9.3	11.2	143.5
Dec. 1968*	5.0	2.2	16.2	10.7	8.0	21.2	27.0	4.4	31.5	9.8	10.9	146.8
Jan. 1968	4.4	2.4	15.3	10.6	7.3	23.3	22.9	4.3	30.2	9.6	10.5	140.7
<b>QUEBEC</b>												
Jan. 1969*	12.5	23.7	316.6	192.9	71.4	172.7	252.5	80.3	304.5	161.2	89.3	1,677.6
Dec. 1968*	15.4	23.8	314.6	193.6	65.8	176.3	261.3	79.8	302.9	160.6	82.0	—
Jan. 1968	19.9	24.7	303.4	185.2	68.6	166.8	237.5	74.3	287.9	150.5	86.7	1,605.5
<b>ONTARIO</b>												
Jan. 1969*	11.1	34.9	366.8	453.4	133.2	203.2	398.7	124.6	410.2	251.2	167.3	2,554.7
Dec. 1968*	11.3	34.4	364.9	450.4	130.4	204.8	418.6	124.2	412.4	248.8	166.8	2,567.0
Jan. 1968	12.5	34.2	353.0	443.4	119.1	205.9	371.0	116.6	377.6	226.0	160.2	2,419.6
<b>MANITOBA</b>												
Jan. 1969*	0.7	7.2	27.6	19.9	13.9	43.5	50.7	13.1	51.5	29.2	19.1	276.4
Dec. 1968*	0.6	6.7	27.6	19.8	14.0	44.3	53.1	12.8	52.6	29.6	19.0	280.1
Jan. 1968	0.7	6.5	26.1	18.9	13.4	43.7	51.8	12.4	49.6	27.1	19.2	269.4
<b>SASKATCHEWAN</b>												
Jan. 1969*	0.6	5.1	9.2	5.6	10.2	24.6	38.9	8.3	48.1	19.6	16.9	187.0
Dec. 1968*	0.5	5.1	9.5	5.2	11.4	25.7	42.3	8.4	48.4	19.7	17.1	193.3
Jan. 1968	0.6	5.0	9.2	5.8	12.2	24.6	37.6	8.2	47.9	17.1	17.3	185.4
<b>ALBERTA</b>												
Jan. 1969*	1.7	22.4	25.9	24.5	29.2	47.8	80.7	18.8	93.9	51.2	31.3	427.5
Dec. 1968*	1.7	21.6	26.2	24.0	31.2	47.7	86.1	18.7	96.3	50.3	31.6	435.0
Jan. 1968	1.4	20.9	25.1	25.8	32.6	46.7	75.2	16.1	86.7	47.2	30.5	408.2
<b>BRITISH COLUMBIA</b>												
Jan. 1969*	13.0	9.3	48.4	72.7	27.7	75.1	102.9	29.6	106.4	73.8	38.9	598.1
Dec. 1968*	16.0	9.3	49.0	73.4	29.1	76.6	110.7	30.0	110.2	74.5	38.6	617.4
Jan. 1968	16.6	9.5	45.9	66.9	31.1	74.5	94.5	25.8	100.6	66.1	38.2	569.7

\* Preliminary. † Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.  
‡ Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.  
\*\* Excludes municipal government employees and provincial employees in British Columbia.  
NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.  
BASIS: 1960 Standard Industrial Classification.  
SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Jan. 1969	Dec. 1968	Jan. 1968	Jan. 1969	Dec. 1968	Jan. 1968
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	109.5	108.3	108.2	146.39	141.82	137.15
Metals.....	102.8	102.1	102.0	144.73	142.67	136.31
Mineral fuels.....	103.5	103.6	105.0	152.41	149.96	142.71
Non-metals except fuels.....	113.4	111.9	112.5	137.81	131.14	126.84
Quarries and sand pits.....	75.1	84.4	84.4	113.56	108.48	108.95
Services incidental to mining.....	179.0	166.5	162.8	158.22	143.82	147.91
MANUFACTURING.....	121.6	121.4	119.7	119.26	114.92	110.33
Durable goods.....	133.3	133.4	130.4	127.88	122.61	117.34
Non-durable goods.....	112.1	111.7	111.1	110.96	107.50	103.69
Food and beverages.....	101.3	102.5	101.6	106.25	103.68	99.72
Foods.....	100.5	101.2	100.8	102.89	100.20	96.97
Beverages.....	106.3	111.0	106.5	126.28	123.71	116.01
Tobacco processing and products.....	113.7	108.7	116.5	114.48	110.78	105.07
Rubber products.....	124.3	121.2	123.6	123.81	114.66	115.08
Leather products.....	101.8	99.2	99.4	79.71	71.10	74.84
Textile products.....	119.4	119.1	118.0	99.40	96.22	91.75
Knitting mills.....	116.0	114.6	107.8	74.48	68.61	70.64
Clothing.....	108.0	104.5	108.9	74.41	66.05	68.42
Wood products.....	109.1	109.9	101.3	105.95	104.58	100.90
Furniture and fixtures.....	128.0	127.5	123.7	95.59	86.42	89.10
Paper and allied industries.....	116.2	117.7	114.9	139.35	137.98	129.39
Printing, publishing and allied industries.....	113.6	113.6	113.5	123.33	119.84	115.09
Primary metal industries.....	127.0	126.9	122.3	140.80	137.54	132.88
Metal fabricating industries.....	130.6	130.5	126.5	123.82	116.28	115.11
Machinery, except electrical.....	144.7	143.4	145.2	135.47	131.02	125.06
Transportation equipment.....	152.5	153.3	153.8	141.60	134.78	121.86
Electrical products.....	145.5	145.1	142.8	122.42	117.33	113.57
Non-metallic mineral products.....	112.1	113.8	109.8	125.52	120.71	114.64
Petroleum and coal products.....	102.1	102.1	100.7	174.46	174.26	165.90
Chemicals and chemical products.....	117.1	117.2	117.4	135.01	133.68	126.27
Miscellaneous manufacturing industries.....	139.6	137.7	132.3	101.81	97.84	96.87
CONSTRUCTION.....	102.4	103.1	104.1	138.86	118.07	132.63
Building.....	116.0	114.5	114.9	138.15	115.27	130.95
Engineering.....	78.8	83.3	85.2	140.69	124.74	136.56
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	107.7	109.5	106.1	128.85	126.07	119.24
Transportation.....	103.3	105.9	100.9	127.82	123.72	118.58
Storage.....	107.3	112.1	109.6	113.89	114.02	101.39
Communication.....	117.2	117.1	117.5	123.36	123.05	113.83
TRADE.....	131.5	139.8	125.6	90.64	89.04	83.49
Wholesale trade.....	123.3	124.0	119.7	115.37	113.65	104.40
Retail trade.....	136.0	148.6	128.8	78.29	77.73	72.72
FINANCE, INSURANCE AND REAL ESTATE....	134.2	133.6	128.9	110.95	109.77	101.30
Financial institutions.....	138.4	137.5	131.6	109.00	108.29	98.20
Insurance and real estate.....	128.4	128.4	125.2	113.78	111.89	105.66
SERVICE.....	156.4	156.1	148.0	82.56	81.52	77.52
Recreational services.....	135.8	133.3	130.2	73.25	73.89	67.16
Business services.....	176.4	173.0	165.0	127.59	128.18	122.94
Personal services.....	142.2	144.2	137.3	60.62	59.93	56.43
Miscellaneous services.....	189.8	187.1	171.7	86.46	83.68	81.23
INDUSTRIAL COMPOSITE.....	121.0	122.7	118.5	114.03	109.94	106.11

\* Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan.	Dec.	Jan.	Jan.	Dec.	Jan.	Jan.	Dec.	Jan.
	1969	1968	1968	1969	1968	1968	1969	1968	1968
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	42.1	40.0	42.4	3.21	3.22	2.99	134.90	128.72	126.78
Metals.....	41.2	40.1	41.4	3.30	3.34	3.10	135.73	133.66	128.44
Mineral fuels.....	42.8	42.4	44.3	2.76	2.70	2.52	118.17	114.46	111.83
Non-metals, except fuels.....	43.2	40.2	43.0	3.02	2.98	2.81	130.29	119.63	120.85
Quarries and sand pits.....	41.9	38.4	43.9	2.47	2.56	2.36	103.21	98.05	103.51
Services incidental to mining.....	44.3	37.6	44.5	3.51	3.58	3.28	155.41	134.33	146.04
MANUFACTURING.....	40.0	38.0	40.0	2.70	2.70	2.49	108.05	102.56	99.55
Durable goods.....	40.5	38.6	40.1	2.90	2.88	2.68	117.69	110.89	107.30
Non-durable goods.....	39.4	37.4	39.8	2.49	2.51	2.30	98.19	94.00	91.78
Food and beverages.....	38.8	37.3	39.7	2.44	2.44	2.25	94.56	90.92	89.43
Foods.....	38.7	37.0	39.7	2.36	2.37	2.20	91.36	87.75	87.19
Beverages.....	39.7	39.4	40.3	2.99	2.89	2.64	118.66	113.93	106.48
Tobacco processing and products.....	38.0	33.9	38.8	2.66	2.88	2.42	101.13	97.55	94.11
Rubber products.....	41.3	37.4	42.3	2.80	2.73	2.56	115.65	102.21	108.21
Leather products.....	39.8	34.7	40.3	1.84	1.82	1.70	73.01	62.99	68.61
Textile products.....	41.2	39.2	41.1	2.13	2.15	1.95	87.66	84.56	80.16
Miscellaneous textiles.....	39.0	36.7	39.1	2.25	2.21	1.94	87.71	81.27	75.85
Knitting mills.....	40.1	37.3	40.9	1.64	1.61	1.52	65.75	59.95	62.12
Clothing.....	36.7	32.2	36.9	1.82	1.81	1.68	67.04	58.16	61.88
Wood products.....	38.6	37.9	40.1	2.59	2.60	2.40	99.90	98.71	96.12
Furniture and fixtures.....	41.2	36.4	41.3	2.12	2.10	1.97	87.41	76.48	81.54
Paper and allied industries.....	41.0	40.8	40.9	3.18	3.17	2.94	130.22	129.10	120.40
Pulp and paper mills.....	41.2	42.3	41.1	3.48	3.44	3.21	143.43	145.46	131.85
Printing, publishing and allied industries....	37.5	36.4	37.8	3.18	3.14	2.93	118.99	114.25	110.59
Primary metal industries.....	40.6	39.4	40.7	3.23	3.25	3.04	131.16	127.98	123.78
Iron and steel mills.....	39.9	39.5	40.3	3.35	3.36	3.16	133.91	132.84	127.22
Metal fabricating industries.....	40.6	38.4	40.9	2.85	2.77	2.62	115.87	106.30	107.04
Machinery, except electrical.....	41.0	38.5	40.9	3.06	3.00	2.79	125.42	115.50	114.21
Transportation equipment.....	40.9	38.6	38.2	3.22	3.17	2.88	131.73	122.50	110.06
Aircraft and parts.....	41.9	39.2	42.2	3.14	3.09	2.86	131.34	121.07	120.42
Motor vehicles.....	40.9	39.0	36.2	3.32	3.29	2.94	135.69	128.50	106.57
Assembling.....	40.9	39.6	30.8	3.54	3.49	3.15	144.90	138.10	97.04
Parts and accessories.....	40.9	38.8	41.3	3.19	3.16	2.85	130.77	122.66	117.63
Shipbuilding and repairing.....	39.4	34.2	39.2	3.16	3.10	2.88	124.36	106.02	112.86
Electrical products.....	40.5	38.4	40.1	2.62	2.59	2.45	106.06	99.44	98.35
Communications equipment.....	40.5	38.2	40.4	2.48	2.49	2.35	100.32	94.93	95.04
Non-metallic mineral products.....	41.6	39.8	41.3	2.80	2.79	2.59	116.54	111.03	106.96
Petroleum and coal products.....	43.1	43.5	43.6	3.75	3.73	3.57	161.41	162.35	155.69
Chemical and chemical products.....	40.4	40.2	40.8	2.89	2.91	2.68	116.45	116.78	109.28
Miscellaneous manufacturing industries....	39.7	37.2	40.3	2.17	2.17	2.04	86.31	80.85	82.30
CONSTRUCTION.....	37.9	31.1	39.9	3.54	3.46	3.25	134.01	107.87	129.64
Building.....	37.1	29.5	38.6	3.61	3.57	3.32	133.65	105.27	128.26
General contractors.....	37.0	29.5	38.8	3.48	3.48	3.20	128.56	102.55	124.10
Special trade contractors.....	37.1	29.5	38.5	3.69	3.64	3.42	137.19	107.32	131.52
Engineering.....	40.1	35.2	42.9	3.37	3.25	3.10	134.95	114.18	132.93
Highways, bridges and streets.....	41.6	37.0	44.0	2.73	2.69	2.53	113.59	99.41	111.16
Other engineering.....	39.1	33.8	42.1	3.81	3.71	3.51	148.65	125.40	147.66
OTHER INDUSTRIES									
Urban transit.....	41.3	41.7	41.2	3.33	3.32	3.10	137.34	138.30	127.53
Highway and bridge maintenance.....	37.4	38.0	40.3	2.66	2.58	2.39	99.51	98.32	96.21
Laundries, cleaners and pressers.....	36.5	35.3	38.3	1.56	1.54	1.45	56.89	54.44	55.43
Hotels, restaurants and taverns.....	32.2	32.2	33.4	1.57	1.57	1.45	50.54	50.65	48.51

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current	1961
				Dollars	Dollars
		\$	\$		
Average					
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
1965†.....	41.0	2.12	86.89	116.7	108.0
1966†.....	40.8	2.25	91.95	123.1	110.2
1967†.....	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1968—January.....	40.0	2.49	99.52	133.7	113.1
February.....	40.4	2.49	100.53	135.0	113.2
March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.42	140.3	117.1
June.....	40.4	2.57	103.94	139.7	116.0
July.....	40.0	2.56	102.23	137.4	113.8
August.....	40.4	2.59	104.63	140.5	116.1
September.....	41.0	2.62	107.43	144.3	118.9
October.....	40.9	2.64	108.22	145.4	119.2
November.....	40.9	2.66	108.68	146.0	119.4
December*.....	38.0	2.70	102.56	137.8	112.4
1969—January†.....	40.0	2.70	108.05	145.1	118.4

\*Revised. †Preliminary.  
NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.  
SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Jan. 1969	Dec. 1968	Jan. 1968	Jan. 1969	Dec. 1968	Jan. 1968
				\$	\$	\$
Newfoundland.....	37.5	36.1	39.8	2.42	2.47	2.15
Nova Scotia.....	39.3	36.7	40.3	2.14	2.11	2.05
New Brunswick.....	41.2	39.2	40.9	2.22	2.25	2.10
Quebec.....	41.0	38.0	40.9	2.42	2.43	2.25
Ontario.....	40.1	38.3	39.7	2.84	2.82	2.60
Manitoba.....	38.8	37.3	39.5	2.37	2.36	2.22
Saskatchewan.....	38.3	38.8	39.1	2.90	2.89	2.62
Alberta.....	38.4	37.9	39.2	2.73	2.73	2.54
British Columbia.....	36.9	36.5	37.8	3.38	3.36	3.15

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.  
NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.  
Latest figures subject to revision.  
SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).



## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower

Section, DBS, from information supplied by the UIC. The source of Tables E-1 to E-4 is *The Statistical Report on the Operation of Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 307, May issue.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1969—January.....	5,434,000	4,818,000	616,000
1968—December.....	5,397,000	4,899,100	497,900
November.....	5,356,000	5,014,400	341,600
October.....	5,295,000	5,030,500	264,500
September.....	5,301,000	5,054,300	246,700
August.....	5,320,000	5,050,200	269,800
July.....	5,256,000	4,935,000	321,000
June*.....	5,262,000	4,970,900	291,100
May.....	4,727,000	4,405,600	321,400
April.....	4,859,000	4,284,000	575,000
March.....	4,894,000	4,237,100	656,900
February.....	4,864,000	4,204,500	659,500
January.....	4,881,000	4,247,700	633,300

\*Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800, a year.

**TABLE E-4—Benefit Payments, by Province, February 1969**

<i>Province</i>	<i>Weeks Paid</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	134,305	4,059,531
Prince Edward Island.....	24,779	714,954
Nova Scotia.....	111,267	3,329,532
New Brunswick.....	105,482	3,190,482
Quebec.....	713,703	22,589,295
Ontario.....	549,722	16,947,958
Manitoba.....	71,693	2,214,150
Saskatchewan.....	71,118	2,215,442
Alberta.....	88,621	2,855,700
British Columbia.....	274,061	9,276,850
Total, Canada, February 1969.....	2,144,751	67,393,894
Total, Canada, January 1969.....	2,007,684	61,239,268
Total, Canada, February 1968.....	2,232,737	59,548,128

**TABLE E-3—Number of Initial and Renewal Claims Filed in Local Offices in Each Province**

<i>Province</i>	<i>February 1969</i>			<i>February 1968</i>		
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total</i>	<i>Initial</i>	<i>Renewal</i>
CANADA.....	168,589	134,548	34,041	198,009	151,324	46,685
Newfoundland.....	5,105	3,888	1,217	5,452	4,705	747
Prince Edward Island.....	1,116	928	188	1,081	937	144
Nova Scotia.....	6,160	5,156	1,004	8,069	6,654	1,415
New Brunswick.....	6,695	5,826	869	7,493	6,259	1,234
Quebec.....	50,631	39,270	11,361	64,080	47,995	16,085
Ontario.....	57,403	45,678	11,725	70,289	51,544	18,745
Manitoba.....	6,089	5,079	1,010	7,102	5,964	1,138
Saskatchewan.....	5,555	4,739	816	5,072	4,347	725
Alberta.....	8,670	7,117	1,553	8,937	7,315	1,622
British Columbia.....	21,165	16,867	4,298	20,434	15,604	4,830

\*In addition, revised claims received numbered 48,632.

**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 28, 1969**

<i>Province and Sex</i>	<i>Total claimants</i>	<i>Number of Weeks on Claim (based on 20 per cent sample)</i>				<i>Total Claimants</i>
		<i>1-4</i>	<i>5-13</i>	<i>14-26</i>	<i>27 or more*</i>	<i>February 29, 1968</i>
CANADA.....	631,022	201,333	294,423	96,533	38,733	659,480
Male.....	454,638	149,341	227,319	59,179	18,799	486,017
Female.....	176,384	51,992	67,104	37,354	19,934	173,463
NEWFOUNDLAND.....	34,765	6,076	23,051	4,544	1,094	34,955
Male.....	31,243	5,432	21,590	3,555	666	31,646
Female.....	3,522	644	1,461	989	428	3,309
PRINCE EDWARD ISLAND.....	7,011	1,241	4,976	665	129	7,317
Male.....	5,517	939	4,035	465	78	5,851
Female.....	1,494	302	941	200	51	1,466
NOVA SCOTIA.....	34,706	8,458	20,387	4,071	1,790	37,740
Male.....	27,834	6,638	17,129	2,828	1,239	30,940
Female.....	6,872	1,820	3,258	1,243	551	6,800
NEW BRUNSWICK.....	33,476	7,119	19,767	5,091	1,499	35,485
Male.....	25,624	5,799	15,752	3,164	909	28,226
Female.....	7,852	1,320	4,015	1,927	590	7,259
QUEBEC.....	189,685	58,821	85,347	31,962	13,555	202,444
Male.....	139,733	46,156	65,821	21,132	6,624	155,901
Female.....	49,952	12,665	19,526	10,830	6,931	46,543
ONTARIO.....	176,945	69,224	69,432	25,662	12,627	193,929
Male.....	110,037	45,837	46,440	12,280	5,480	125,599
Female.....	66,908	23,387	22,992	13,382	7,147	68,330
MANITOBA.....	24,186	7,518	11,982	3,404	1,282	24,865
Male.....	17,514	5,317	9,441	2,144	612	18,474
Female.....	6,672	2,201	2,541	1,260	670	6,391
SASKATCHEWAN.....	22,889	5,871	12,236	3,740	1,042	20,773
Male.....	18,279	4,533	10,435	2,824	487	16,528
Female.....	4,610	1,338	1,801	916	555	4,245
ALBERTA.....	28,089	10,804	11,758	4,013	1,514	26,700
Male.....	20,981	8,613	9,277	2,437	654	19,986
Female.....	7,108	2,191	2,481	1,576	860	6,714
BRITISH COLUMBIA.....	79,270	26,201	35,487	13,381	4,201	75,272
Male.....	57,876	20,077	27,399	8,350	2,050	52,866
Female.....	21,394	6,124	8,088	5,031	2,151	22,406

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—April.....	119.3	120.8	117.6	121.2	114.4	126.9	117.8	121.2
May.....	119.3	120.1	117.9	120.7	114.5	127.4	119.2	121.3
June.....	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July.....	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August.....	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September.....	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October.....	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February.....	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March.....	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April.....	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
(1949 = 100)								
April.....	161.0*							

\* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.  
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of April 1969**

	<i>All Items</i>							<i>Health and Personal Care</i>	<i>Recrea- tion and Reading</i>	<i>Tobacco and Alcohol</i>
	<i>April 1969</i>	<i>March 1969</i>	<i>April 1968</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Transpor- tation</i>			
(1961 = 100)										
St. John's, Nfld. ....	118.7	118.2	115.2	118.8	113.1	125.4	111.3	128.4	108.9	143.6
Halifax.....	119.0	115.9	113.4	124.6	111.4	123.3	111.2	133.6	122.0	127.5
Saint John.....	119.3	117.1	114.3	123.5	111.3	126.6	117.7	126.0	125.1	126.5
Montreal.....	121.0	120.0	117.6	123.0	112.6	122.0	121.9	127.2	136.4	127.7
Ottawa.....	121.9	120.8	117.1	126.2	112.8	124.7	118.4	135.7	130.9	130.8
Toronto.....	123.2	121.9	118.6	123.8	117.2	127.6	125.3	133.3	121.1	130.1
Winnipeg.....	121.9	120.9	116.9	124.3	111.5	130.1	123.8	136.6	123.8	129.3
Saskatoon-Regina.....	118.3	117.7	114.8	122.6	112.5	124.5	111.8	124.9	121.9	121.3
Edmonton-Calgary.....	120.3	119.6	115.6	124.5	114.3	124.0	117.1	135.9	124.7	114.3
Vancouver.....	118.2	117.6	114.6	123.8	112.1	123.0	115.7	127.9	117.1	113.5

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover

strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**TABLE G-1—Strikes and Lockouts, 1964-69**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
*1968.....	481	512	223,562	5,175,670	0.32
*1968—April.....	42	86	41,751	324,790	0.25
May.....	64	116	30,993	410,710	0.30
June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
*1969—January.....	33	64	10,048	125,680	0.09
February.....	26	62	15,467	137,070	0.11
March.....	38	83	22,696	169,120	0.13
April.....	50	95	30,211	272,490	0.20

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, April 1969 by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—
Mines.....	6	921	11,250
Manufacturing.....	55	12,843	155,530
Construction.....	10	2,483	23,460
Transportation and utilities.....	3	6,470	47,710
Trade.....	7	1,687	19,270
Finance.....	—	—	—
Service.....	13	5,777	15,180
Public administration.....	1	30	90
ALL INDUSTRIES.....	95	30,211	272,490

**TABLE G-3—Strikes and Lockouts, April 1969 by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	1,556	26,380
Prince Edward Island.....	—	—	—
Nova Scotia.....	6	1,993	7,330
New Brunswick.....	—	—	—
Quebec.....	24	9,113	54,980
Ontario.....	46	9,312	122,690
Manitoba.....	—	—	—
Saskatchewan.....	4	361	3,030
Alberta.....	3	169	2,770
British Columbia.....	7	1,237	7,600
Federal.....	3	6,470	47,710
ALL JURISDICTIONS.....	95	30,211	272,490



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
MINES						
Metal						
Granduc Mines Limited, Stewart, B.C.	Labourers Loc. 168 (AFL-CIO/CLC)	171	3,590	7,010	Mar. 4 —	5-day work week—
Jones & Laughlin Steel Corp., Boston Township, Dane, Ontario.	Steelworkers Locs. 6409 & 7308 (AFL-CIO/CLC)	370	1,590	1,590	Apr. 3 Apr. 9	Alleged dispute over work assign- ments—Return of workers.
Non-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ontario.	Auto Workers Loc. 195 (CLC)	173	3,630	3,970	Mar. 30 —	Wages—
MANUFACTURING						
Food and Beverages						
Nestle (Canada) Ltd., Chesterville, Ont.	Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC)	199	4,180	9,360	Feb. 22 —	Wages—
Gerber Products of Canada Ltd., Niagara Falls, Ont.	District 50 (U.M.W.A.) Loc. 14059 (Ind.)	140	2,100	5,740	Feb. 24 Apr. 23	Wages, vacations—Wage in- creases, 4 weeks vacation with pay after 20 years, guaranteed 8-hr. day for male workers.
Quaker Oats Co. of Canada Ltd., Saskatoon, Sask.	Packinghouse Workers Loc. 418 (AFL-CIO/CLC)	143	720	4,290	Feb. 25 Apr. 9	Wages, shift premiums, vacations —30¢ an hr. increase Apr. 8, 1969, 26¢ Apr. 8, 1970; \$300 settlement pay for a limited number of workers on staff.
Riverport Seafoods Ltd., Riverport, N.S.	Seafood Workers Loc. 118 (CLC)	250	500	500	Apr. 5 Apr. 8	Protesting dismissal of six workers for alleged refusal to work over- time—Return of workers when cease and desist order issued.
St-Lawrence Sugar Co. Ltd., Montreal, Quebec.	Bakery Workers Loc. 333 (CLC)	270	3,510	3,510	Apr. 14 —	Wages—
Canada and Dominion Sugar Co. Ltd., Montreal, Quebec.	Bakery Workers Loc. 333 (CLC)	400	4,800	4,800	Apr. 15 —	Wages—
Canada Starch Co. Ltd., Cardinal, Ontario.	Retail, Wholesale Employees Loc. 483 (AFL-CIO/CLC)	500	1,500	1,500	Apr. 26 —	Wages, other benefits—
Textiles						
Long Sault Fabrics, Long Sault, Ont.	United Textile Workers Loc. 468 (AFL-CIO/CLC)	342	340	340	Apr. 1 Apr. 2	Dispute over new rate change— Return of workers.
Wood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,210	9,880	Dec. 17 —	Wages, fringe benefits, holidays—

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
<i>Furniture and Fixtures</i>						
Steel Equipment Co. Ltd., Pembroke, Ontario.	Steelworkers Loc. 3257 (AFL-CIO/CLC)	176	1,410	2,380	Mar. 24 Apr. 14	Wages, fringe benefits—Wage in- creases, other improved benefits.
Princeville Furniture Inc., Princeville, Que.	Building and Woodworkers' Federation (CNTU)	150	3,150	3,300	Mar. 31 —	Not reported—
<i>Paper</i>						
Lily Cups Limited, Scarborough, Ont.	Printing Pressmen Loc. 466 (AFL-CIO/CLC)	300	6,300	12,750	Feb. 28 —	Failure to reach agreement—
The Bowaters' Nfld. Ltd., Corner Brook, Nfld.	Four unions	1,206	25,330	26,540	Mar. 30 —	Integration of company pension plan and Canada Pension Plan—
MacMillan & Bloedel, Nanaimo, B.C.	Various unions	950	2,850	2,850	Apr. 8 Apr. 11	Alleged dispute over job jurisdic- tion—Return of workers, referral to joint union and management standing committee.
<i>Primary Metals</i>						
Anthes Eastern Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (CLC)	285	3,710	12,690	Feb. 14 Apr. 21	Wages—36¢ per hr. increase over a 3-yr. contract, one additional statutory holiday.
Plasticast Limited, Windsor, Ontario.	Machinists Loc. 2270 (AFL-CIO/CLC)	245	4,410	11,030	Feb. 21 Apr. 28	Wages—10.5% wage increase 1st- yr., 5% 2nd-yr.; other improved benefits.
Atlas Steels Co., Welland, Ontario.	Steelworkers Loc. 7777 (AFL-CIO/CLC)	312	5,620	12,170	Mar. 3 Apr. 28	Wages—\$13.50 bi-weekly increase across the board, other improve- ments.
<i>Metal Fabricating</i>						
Nicholson File Co. of Canada Ltd., Port Hope, Ontario.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	237	4,980	17,540	Jan. 16 —	Wages, contract language—
Anthes Steel Products Limited, Cooksville, Ont.	Steelworkers Loc. 4515 (AFL-CIO/CLC)	230	690	10,120	Feb. 3 Apr. 7	Wages—25¢ an hr. increase im- mediately, 5¢ May 19, 1969, 10¢ Nov. 19, 1969, 10¢ May 19, 1970, 15¢ Nov. 19, 1970, 10¢ May 19, 1971; other improved benefits.
American Can Co. of Canada Ltd., Hamilton, Ontario.	CLC-directly chartered	556	3,690	3,690	Apr. 18 Apr. 28	Disagreement over new job as- signment and classification—Re- turn of workers pending negotia- tions.
<i>Transportation Equipment</i>						
Kysor of Ridgetown Ltd., Ridgetown, Ont.	Auto Workers Loc. 347 (CLC)	149	2,240	5,070	Mar. 5 Apr. 23	Wages—Wage increases.
International Harvester Company, Chatham, Ontario.	Auto Workers Loc. 35 (CLC)	204	610	610	Apr. 8 Apr. 10	Wages—Wage increases.
Fairbanks Morse (Canada) Limited, Kingston, Ontario.	U.E. Loc. 422 (Ind.)	117	1,520	1,520	Apr. 12 —	Wages—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
Hall Lamp Co. of Canada Ltd., Huron Park, Ont.	Auto Workers (CLC)	150	300	300	Apr. 15 Apr. 17	Delayed negotiations in a first contract—Return of workers.
DeHavilland Aircraft of Canada, Ltd., Malton, Ontario.	Auto Workers Loc. 673 (CLC)	625	4,380	4,380	Apr. 17 Apr. 28	Wages, other benefits—Return of workers, settlement terms not reported.
Sicard Inc., Ste. Therese, Que.	Auto Workers Locs. 748 & 1146 (CLC)	450	3,600	3,600	Apr. 21 —	Wages—
Kelsey Hayes (Canada) Ltd., Woodstock, Ontario.	Auto Workers Loc. 636 (CLC)	360	1,080	1,080	Apr. 27 —	Wages, other benefits—
<i>Electrical Products</i>						
Fergus Cables Ltd. Div. of Canada Wire & Cable Ltd., Fergus, Ontario.	I.B.E.W. Loc. 804 (AFL-CIO/CLC)	184	3,860	6,620	Mar. 11 —	Wages, working conditions—
McGraw-Edison (Canada) Ltd., Scarborough, Ont.	Steelworkers Loc. 7134 (AFL-CIO/CLC)	223	4,680	7,130	Mar. 17 —	Failure to reach agreement—
<i>Non-Metallic Mineral Products</i>						
Canadian Salt Ltd., Windsor, Ontario.	Auto Workers Locs. 195 & 240 (CLC)	107	2,250	7,460	Jan. 9 —	Delay in new contract negotiations
Dominion Glass Company Limited, Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 & 246 (AFL-CIO/CLC)	831	17,450	19,860	Mar. 27 —	Wages, other benefits—
Libby, Owen Ford Glass Co. of Canada, Collingwood, Ont.	Glass and Ceramic Workers Loc. 252 (AFL-CIO/CLC)	300	4,800	4,800	Apr. 9 —	Wages in a first agreement—
<i>Chemical Products</i>						
Electric Reduction Co. of Canada, Long Harbour, Nfld.	Steelworkers (AFL-CIO/CLC)	350	1,050	1,050	Apr. 14 Apr. 15	Alleged slowness in negotiations— Return of workers.
Canadian Liquid Air Ltd., Montreal, Que.	Steelworkers Loc. 6394 (AFL-CIO/CLC)	320	4,160	4,160	Apr. 14 —	Wages, jobs evaluation, em- ployees classifications—
<i>Miscellaneous Manufacturing</i>						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	70,920	May 17 —	Wages, union security, grievance procedure—
The Lufkin Rule Co. of Canada Ltd., Barrie, Ontario.	Steelworkers Loc. 6709 (AFL-CIO/CLC)	190	2,470	2,470	Apr. 14 —	Wages—

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,200	40,800	July 15 —	Wages, other benefits—
Lakehead Sheet Metal Contractors Association, Various locations— Fort William and Port Arthur, Ont.	Sheet Metal..... Workers Loc. 397 (AFL-CIO/CLC)	225	4,730	9,690	Feb. 28 —	Wages, fringe benefits—
Greater Windsor Paving, Sewer Watermain Association, Windsor and area, Ont.	Various unions	273	4,910	7,910	Mar. 17 Apr. 28	Failure to reach agreement—Wage increases.
Fischbach and Moore, Estevan, Sask.	Plumbers (AFL-CIO/CLC)	100	700	700	Apr. 7 Apr. 16	Wages in a new agreement—Not reported.
Island Construction Co., Sydney, N.S.	Labourers Loc. 1115 (AFL-CIO/CLC)	400	800	800	Apr. 8 Apr. 10	Alleged dispute over sanitation issue—Return of workers when court order issued.
Lummus Co. (Canada) Ltd., Point Tupper, N.S.	Various unions	893	4,020	4,020	Apr. 15 Apr. 21	Unknown—Return of workers.
Guilfords Insulation Company, Point Tupper, N.S.	Asbestos Workers Loc. 116 (AFL-CIO/CLC)	275	1,650	1,650	Apr. 21 Apr. 28	Payment for travelling time— Return of most workers when court order issued.
TRANSPORTATION AND UTILITIES						
Transportation						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,380	5,590	Feb. 19 —	Hours of work, safety conditions
*Air Canada, Canada-wide.	Machinists various locals (AFL-CIO/CLC)	6,330	45,210	45,210	Apr. 20 —	Wages—
TRADE						
Metro Toronto News Ltd., Scarborough, Ont.	Teamsters Loc. 419 (Ind.)	160	3,360	12,000	Jan. 15 —	Disagreement over new contract—
Association Provinciale des Marchands d'automobiles du Québec, Québec, Lévis and areas, Qué.	Metal Trades' Federation (CNTU)	1,335	14,690	14,690	Apr. 16 —	Wages, other matters—
Chevrolet Motor Sales Co. of Mtl. Ltd., Montreal, Que.	Union of Employees of Chevrolet Motor Sales (Ind.)	110	110	110	Apr. 28 Apr. 29	Wages, hours—Return of workers.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers April 1969 (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
SERVICE						
Education						
CEGEP Edouard-Montpetit et Salaberry de Valleyfield, Montreal et Valleyfield, Que.	CNTU—directly chartered	115	560	560	Apr. 14 Apr. 22	Dismissal of four teachers, other matters—Return of teachers.
†Government of Quebec (Various school commissions), Province-wide, Que.	PAPT & CEQ	5,000	9,400	9,400	Apr. 14 —	Delay in negotiations—
Health and Welfare						
La Pieta Hospital, Hull, Quebec.	Service Employees' Federation (CNTU)	110	1,020	1,020	Apr. 18 —	Working conditions—
Personal Services						
Cara Operations Limited, Montreal, Que.	Auto Workers Loc. 698 (CLC)	200	2,600	2,600	Apr. 12 —	Wages, fringe benefits—
Murray's Restaurant, Halifax, N.S.	Hotel Employees Loc. 662 (AFL-CIO/CLC)	160	160	160	Apr. 17 Apr. 18	Wages and meal allowances—Wage increase.

\* Federal jurisdiction.

† Intermittent strike, with one day walkouts in various regions.

Figure in "workers involved" column represents highest number at any one time. Man-days duration is adjusted to reflect actual time lost.

## H—Employment Injuries

**TABLE H-1—Employment Injuries† Reported by Workmen's Compensation Boards, 1959-1968**

Year	Temporary Disability		Permanent Disability		Fatality		Total		Ratio† of Grand Total Fatalities
	No.	%	No.	%	No.	%	No.	%	
1959.....	177,172	95.4	7,594	4.1	946	0.5	185,712	100.0	71.3
1960.....	177,611	95.4	7,681	4.1	912	0.5	186,204	100.0	80.4
1961.....	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
1962.....	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
1963.....	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
1964.....	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
1965.....	253,623	95.9	9,814	3.7	1,118	0.4	264,555	100.0	84.3
1966.....	257,020	95.3	11,391	4.2	1,198	0.5	269,609	100.0	96.5
1967.....	253,073	93.7	15,957	5.9	1,023	0.4	270,053	100.0	88.4
1968*.....	248,406	93.6	15,600	5.9	1,016	0.4	265,022	100.0	111.1**
Average 1959-1968.....	214,895	95.2	10,132	4.5	985	0.4	225,635	100.0	83.6

\* Preliminary. † Distribution partly estimated. \*\* Late returns from provinces cause this high figure.

† Ratio of total fatalities reported by the Workmen's Compensation Boards to grand total fatalities compiled by the Canada Department of Labour. See Table H-4.

**TABLE H-2—Employment Injuries† Workmen's Compensation Settlement Rates per 10,000 Workers Employed (An Approximation), 1959-1968**

Year	Temporary Disability		Permanent Disability		Fatality		Total		Total of Workers Employed†
	No.	Rate <sup>(1)</sup>	No.	Rate <sup>(1)</sup>	No.	Rate <sup>(1)</sup>	No.	Rate <sup>(1)</sup>	(in thousands)
1959.....	177,172	302.5	7,594	13.0	946	1.6	185,712	317.1	5,856
1960.....	177,611	298.3	7,681	12.9	912	1.5	186,204	312.7	5,955
1961.....	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
1962.....	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
1963.....	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
1964.....	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
1965.....	253,623	369.6	9,814	14.3	1,118	1.6	264,555	385.5	6,862
1966.....	257,020	359.4	11,391	15.9	1,198	1.7	269,609	377.0	7,152
1967.....	253,073	342.9	15,957	21.6	1,023	1.4	270,053	365.9	7,379
1968*.....	248,406	329.2	15,600	20.7	1,016	1.3	265,022	351.2	7,546
Average 1959-1968.....	214,895	325.5	10,132	15.3	985	1.5	225,635	341.8	6,601

\* Preliminary. † Distribution partly estimated. ‡ DBS estimates, Special Surveys Division, special tables, 12-month averages.

<sup>(1)</sup> Rate= Number of cases per 10,000 workers employed.

**TABLE H-3—Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Boards, by Province, 1967 and 1968 (See page 436).**



**TABLE H-4—Employment Fatalities by Industry, 1959-1968**

Year	Agriculture		Forestry		Fishing <sup>(1)</sup>		Mining <sup>(2)</sup>		Manufacturing		Construction	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1959.....	101	7.6	143	10.8	72	5.4	175	13.2	195	14.7	297	22.4
1960.....	69	6.1	131	11.5	27	2.4	180	15.9	186	16.4	199	17.5
1961.....	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238	21.9
1962.....	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204	18.0
1963.....	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234	19.0
1964.....	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252	19.1
1965.....	50	3.8	108	8.2	40	3.0	176	13.3	225	17.0	277	20.9
1966.....	55	4.4	110	8.9	37	3.0	144	11.6	220	17.7	293	23.6
1967.....	30	2.6	106	9.2	33	2.9	182	15.7	186	16.1	223	19.3
1968*.....	26	2.8	96	10.5	19	2.1	120	13.1	148	16.2	191	20.9
Average 1959-1968.....	58	4.9	120	10.1	35	3.0	159	13.4	202	16.9	241	20.2

\* Preliminary. <sup>(1)</sup> Includes trapping and hunting. <sup>(2)</sup> Includes quarrying and oil wells. <sup>(3)</sup> Includes storage, communication, electric power, gas and water utilities. <sup>(4)</sup> Includes insurance and real estate. <sup>(5)</sup> Includes community, business and personal service. <sup>(6)</sup> Includes defence.

**TABLE H-5—Employment Fatality Rates by Industry†, 1959-1968**

Year	Agriculture		Forestry		Fishing		Mining		Manufacturing		Construction	
	R <sup>(1)</sup>	E <sup>(2)</sup>	R	E	R	E	R	E	R	E	R	E
1959.....	1.5	692	15.2	94	48.0	15	19.9	88	1.3	1,494	6.7	442
1960.....	1.0	675	13.5	97	15.9	17	19.4	93	1.3	1,470	4.8	418
1961.....	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3	376
1962.....	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2	393
1963.....	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8	406
1964.....	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1	410
1965.....	0.8	594	14.0	77	17.4	23	13.1	134	1.4	1,636	6.0	463
1966.....	1.0	544	14.5	76	14.2	26	11.9	121	1.3	1,744	5.9	499
1967.....	0.5	559	12.5	79	13.2	25	14.6	114	1.0	1,756	4.3	475
1968*.....	0.5	546	12.0	80	7.9	24	10.3	117	0.8	1,754	4.1	470
Average 1959-1968.....	0.9	569	14.5	83	17.2	22	16.6	99	1.3	1,601	5.5	435

\* Preliminary.

<sup>(1)</sup> R = Fatality rate (number of fatalities per 10,000 workers employed).

<sup>(2)</sup> E = Workers employed, in thousands. DBS estimates, Special Surveys Division, special tables, 12-month averages.

† See footnotes 1-6, Table H-4.

<i>Transportation</i> <sup>(3)</sup>		<i>Trade</i>		<i>Finance</i> <sup>(4)</sup>		<i>Service</i> <sup>(5)</sup>		<i>Public Administration</i> <sup>(6)</sup>		<i>Total</i>	
<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>
215	16.2	50	3.8	2	0.2	25	1.9	51	3.8	1,326	100.0
190	16.8	51	4.5	2	0.2	16	1.4	83	7.3	1,134	100.0
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	1,320	100.0
287	21.4	70	5.3	3	0.2	38	2.8	52	4.0	1,326	100.0
251	20.2	59	4.7	1	0.1	43	3.5	29	2.3	1,242	100.0
237	20.5	64	5.5	5	0.4	55	4.8	35	3.0	1,156	100.0
167	18.3	47	5.1	—	0.0	45	5.0	55	6.0	914	100.0
219	18.4	57	4.8	2	0.2	34	2.9	61	5.2	1,194	100.0

<i>Transportation</i>		<i>Trade</i>		<i>Finance</i>		<i>Service</i>		<i>Public Administration</i>		<i>Total</i>	
<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>
4.1	520	0.5	946	0.1	216	0.2	1,011	1.5	337	2.3	5,856
3.7	515	0.5	981	0.1	226	0.1	1,096	2.3	365	1.8	5,955
3.3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.9	5,055
3.6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	5,225
3.5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
4.0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
4.7	617	0.6	1,145	0.1	280	0.3	1,489	1.3	403	1.9	6,862
4.0	620	0.5	1,180	0.0	302	0.3	1,622	0.7	419	1.7	7,152
3.4	659	0.5	1,224	0.2	312	0.3	1,732	0.8	443	1.5	7,379
2.5	673	0.4	1,260	0.0	327	0.2	1,830	1.2	458	1.2	7,537
3.7	594	0.5	1,098	0.1	267	0.2	1,389	1.6	389	1.8	6,400



TABLE H-6—Employment Fatalities, by Province and Industry, 1967-1968

Industry	1967†							
	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.
AGRICULTURE.....	—	—	—	1	—	20	1	1
FORESTRY.....	2	—	3	3	18	26	2	2
FISHING AND TRAPPING.....	—	1	26	—	—	—	—	—
MINES, QUARRIES, OIL WELLS.....	14	—	5	8	8	64	11	8
Metal mines.....	3	—	—	1	3	47	9	6
Coal mines.....	—	—	5	6	—	—	—	—
Petroleum and gas.....	—	—	—	—	—	—	—	1
Non-metal, quarries, services.....	11	—	—	1	5	17	2	1
MANUFACTURING.....	4	1	10	7	41	81	5	4
Food and beverages.....	1	1	3	4	10	4	2	1
Tobacco.....	—	—	—	—	—	—	—	—
Rubber.....	—	—	—	—	—	3	—	—
Leather.....	—	—	—	—	—	—	—	—
Textile.....	—	—	—	—	1	4	—	—
Clothing.....	—	—	—	—	1	—	—	—
Wood.....	—	—	—	2	2	8	—	2
Paper.....	—	—	1	1	6	1	—	—
Printing, publishing.....	1	—	—	—	1	—	—	—
Primary metal.....	—	—	3	—	8	19	—	—
Metal fabricating.....	2	—	—	—	3	18	1	—
Machinery.....	—	—	—	—	1	4	—	—
Transportation equipment.....	—	—	2	—	1	4	—	1
Electrical.....	—	—	—	—	—	2	—	—
Non-metallic mineral.....	—	—	1	—	1	7	—	—
Petroleum and coal.....	—	—	—	—	1	1	1	—
Chemical.....	—	—	—	—	3	6	—	—
Miscellaneous.....	—	—	—	—	2	—	1	—
CONSTRUCTION.....	7	2	9	9	32	70	10	17
Building.....	4	1	—	—	9	15	2	2
Highway.....	3	—	4	4	11	16	5	7
Other.....	—	1	5	5	12	49	3	8
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	8	—	7	8	34	75	14	10
Air.....	3	—	1	1	3	14	3	—
Water.....	2	—	1	—	8	2	1	—
Railway.....	—	—	1	3	2	21	4	1
Local and highway.....	—	—	2	1	14	27	2	3
Miscellaneous.....	—	—	1	2	2	3	—	1
Storage.....	—	—	—	—	1	1	2	4
Communication.....	—	—	—	—	—	1	—	1
Electric power, gas, water.....	3	—	1	1	4	6	2	—
TRADE.....	—	—	2	2	8	24	3	7
Wholesale.....	—	—	2	—	2	14	1	4
Retail.....	—	—	—	2	6	10	2	3
FINANCE, INSURANCE AND REAL ESTATE.....	—	—	—	—	—	5	—	—
SERVICE.....	—	—	2	1	9	22	1	3
Community, business.....	—	—	1	—	5	9	—	2
Personal.....	—	—	1	1	4	13	1	1
PUBLIC ADMINISTRATION.....	2	—	—	1	9	10	4	1
TOTAL.....	37	4	64	40	159	397	51	53

\* Preliminary. † Revised.

1968\*

Alta.	Yukon and			Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	Yukon and			Total
	B.C.	N.W.T.	Total										B.C.	N.W.T.	Total	
5	2	—	30	—	—	—	1	2	15	1	3	2	2	—	—	26
2	48	—	106	—	—	2	6	13	18	—	—	5	52	—	—	96
—	6	—	33	—	—	6	1	—	—	1	—	—	11	—	—	19
13	51	—	182	1	—	5	1	11	43	10	10	12	26	1	—	120
—	23	—	92	—	—	—	1	2	33	2	1	—	18	—	—	57
2	17	—	30	—	—	4	—	—	—	—	—	2	1	—	—	7
1	—	—	2	—	—	—	—	—	1	—	—	3	—	—	—	4
10	11	—	58	1	—	1	—	9	9	8	9	7	7	1	—	52
13	19	1	186	2	—	7	—	16	73	1	5	15	29	1	—	148
3	1	—	31	—	—	1	—	3	10	—	2	—	—	—	—	16
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	3	—	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	5	—	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
2	6	—	22	—	—	3	—	3	9	—	1	—	8	—	—	24
—	3	—	12	—	—	—	—	1	8	—	—	2	4	—	—	15
—	—	—	2	—	—	—	—	—	—	—	—	—	1	1	—	2
1	1	—	32	2	—	1	—	3	11	—	—	—	7	—	—	24
2	1	—	27	—	—	2	—	1	10	—	1	4	3	—	—	21
1	—	—	6	—	—	—	—	—	5	—	1	—	1	—	—	7
1	4	—	13	—	—	—	—	2	3	—	—	1	3	—	—	9
—	—	1	3	—	—	—	—	—	4	—	—	—	—	—	—	4
1	—	—	10	—	—	—	—	—	6	—	—	4	2	—	—	12
2	1	—	6	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	9	—	—	—	—	1	4	1	3	—	—	—	—	9
—	1	—	4	—	—	—	—	1	1	—	—	—	—	—	—	2
33	33	1	223	7	—	9	11	24	55	11	17	26	30	1	—	191
5	10	—	48	3	—	1	1	7	19	1	5	9	10	—	—	56
15	6	1	72	4	—	4	5	5	9	1	7	7	9	1	—	52
13	17	—	103	—	—	4	5	12	27	9	5	10	11	—	—	83
41	39	1	237	2	1	7	10	20	46	5	13	29	34	—	—	167
—	7	—	32	—	—	—	—	1	4	—	—	1	12	—	—	18
—	8	—	22	1	—	1	1	1	3	—	—	—	2	—	—	9
7	4	—	43	—	1	2	5	4	8	1	6	5	7	—	—	39
20	11	1	81	1	—	2	4	8	23	4	3	15	10	—	—	70
5	3	—	17	—	—	—	—	2	—	—	3	2	—	—	—	7
2	2	—	12	—	—	—	—	1	2	—	—	2	—	—	—	5
—	2	—	4	—	—	—	—	—	4	—	—	1	—	—	—	5
7	2	—	26	—	—	2	—	3	2	—	1	3	3	—	—	14
9	9	—	64	—	—	1	3	1	20	3	1	10	8	—	—	47
4	—	—	30	—	—	—	1	—	12	3	1	6	6	—	—	29
5	6	—	34	—	—	1	2	1	8	—	—	4	2	—	—	18
—	—	—	5	—	—	—	—	—	—	—	—	—	—	—	—	—
12	5	—	55	—	—	1	1	1	19	2	1	8	11	1	—	45
4	2	—	23	—	—	1	1	1	7	2	—	4	5	1	—	22
8	3	—	32	—	—	—	—	—	12	—	1	4	6	—	—	23
5	3	—	35	1	—	2	3	8	21	4	1	7	8	—	—	55
133	215	3	1,156	13	1	40	37	96	310	38	51	114	211	3	—	914



TABLE H-7—Employment Fatalities by Industry† and Type of Accident, Canada 1967 and 1968

Type of Accident	1967†							
	Agricul- ture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade
<b>Striking Against and Stepping on Objects:</b>								
Tools.....	—	—	—	—	—	—	—	—
Machinery.....	—	—	—	—	—	—	—	—
Belts, pulleys, chains, lines, etc.....	—	—	—	—	—	—	—	—
Working materials.....	—	—	—	—	—	—	—	—
Nails or spikes.....	—	—	—	—	—	—	—	—
Buildings or structures (including parts of these).....	—	—	—	—	—	—	—	—
Working surfaces.....	—	—	—	—	—	—	—	—
Miscellaneous.....	—	—	—	—	—	—	—	—
TOTAL.....	—	—	—	—	—	—	—	—
<b>Struck by:</b>								
Tools.....	—	3	—	2	2	—	—	1
Machinery.....	—	—	—	—	6	3	2	—
Belts, pulleys, chains, lines, etc.....	—	1	1	1	1	2	2	—
Cranes, derricks, other hoisting or conveying apparatus.....	—	—	—	—	1	10	—	1
Automobiles or trucks.....	—	—	—	3	4	6	4	2
Tractors, loadmobiles, etc.....	2	—	—	—	—	5	—	—
Mine or quarry cars.....	—	—	—	1	—	—	—	—
Trains or other railway vehicles.....	—	—	—	1	2	—	13	1
Streetcars or buses.....	—	—	—	—	—	—	—	—
Other motor-driven transportation vehicles, N.E.C.....	—	—	—	1	—	—	—	1
Man-powered vehicles and craft.....	—	—	—	—	—	1	—	—
Objects thrown or kicked back by tools.....	—	—	—	—	—	1	—	—
Objects thrown or kicked back by machines.....	—	—	—	1	4	1	—	—
Objects being hoisted or conveyed.....	—	—	—	—	1	1	3	1
Objects falling or flying in mines or quarries.....	—	—	—	12	1	1	—	—
Materials being handled by fellow workers.....	—	—	—	—	—	—	—	—
Materials being handled by victim.....	—	1	—	—	1	1	—	1
Materials falling from stockpiles or loads.....	—	7	—	—	7	2	5	—
Another person (other than acts of violence).....	—	—	—	—	—	—	—	—
Animals.....	—	—	—	—	—	—	—	—
Falling trees or limbs.....	—	56	—	—	—	4	—	—
Landslides or cave-ins.....	—	2	—	14	1	11	—	—
Flying particles.....	—	1	—	—	—	2	—	—
Animal-drawn vehicles.....	—	—	—	—	—	—	—	—
Miscellaneous.....	—	—	—	4	5	8	—	—
TOTAL.....	2	71	1	40	36	59	29	8
<b>Caught In, On, or Between:</b>								
Machinery.....	1	—	—	2	4	1	3	—
Belts, pulleys, chains, lines, etc.....	—	—	1	1	2	2	1	—
Elevators, hoisting or conveying apparatus.....	—	—	—	—	1	—	1	—
Buildings or structures (including parts of these).....	—	—	—	—	—	—	1	—
Automobiles or trucks.....	—	1	—	—	2	2	4	5
Tractors, loadmobiles, etc.....	9	3	—	5	2	7	4	2
Mine or quarry cars.....	—	—	—	2	—	—	—	—
Trains or other railway vehicles.....	—	—	—	1	1	—	3	—
Streetcars or buses.....	—	—	—	—	—	—	—	—
Miscellaneous transportation vehicles or craft.....	—	—	—	—	1	1	—	—
Materials in use or stored in plant.....	—	1	—	—	1	—	—	—
Objects in water (e.g., logs, boats, etc.).....	—	3	—	—	1	—	—	—
Miscellaneous.....	1	2	—	2	3	3	—	—
TOTAL.....	11	10	1	13	18	16	17	7

\* Preliminary. † Revised. ‡ See footnotes 1 — 6, Table H-4.

1968\*

Finance	Service	Public Admin- istration	Total	Agri- culture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Finance	Service	Public Admin- istration	Total
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	1	—	1	—	—	—	—	—	1	—	—	—	—	—	1
—	1	—	1	—	—	—	—	—	1	—	—	—	—	—	1
—	—	—	8	—	—	—	—	—	1	—	1	—	—	—	2
—	—	—	11	—	—	—	—	—	2	1	—	—	—	—	3
—	—	—	8	—	—	1	—	—	—	—	—	—	—	—	1
—	—	—	12	—	—	1	4	2	5	2	—	—	1	1	16
—	1	—	20	—	1	—	2	2	8	6	3	—	—	2	24
—	—	—	7	—	—	—	—	2	2	2	1	—	—	—	7
—	—	—	1	—	—	—	5	—	—	—	—	—	—	—	5
—	1	—	18	—	—	—	1	4	2	10	—	—	—	1	18
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	1
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	1	1	—	—	—	—	1	—	3
—	—	—	6	—	2	—	1	1	—	—	1	—	—	—	5
—	—	—	6	—	1	—	—	—	2	—	—	—	—	—	3
—	—	—	14	—	—	—	11	—	1	—	—	—	—	—	12
—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	4	—	—	—	—	1	1	—	—	—	1	—	3
—	—	—	21	—	4	—	1	7	3	4	—	—	—	1	20
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
—	—	1	61	—	46	—	1	1	4	—	1	—	—	1	54
—	1	—	29	1	—	—	6	—	8	2	1	—	—	1	19
—	1	—	4	—	1	—	2	—	3	—	—	—	—	1	7
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1	—	1	19	—	1	—	3	3	5	5	2	—	—	1	20
1	4	2	253	2	56	2	38	25	47	32	11	—	3	9	225
—	—	1	12	2	3	1	3	15	2	1	—	—	—	1	28
—	—	—	7	—	—	—	1	1	—	—	1	—	—	—	3
—	1	—	3	—	—	—	2	2	1	—	1	—	—	2	8
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	14	2	1	—	—	—	—	1	2	—	—	1	7
—	—	—	32	6	7	—	1	1	14	4	—	—	1	1	35
—	—	—	2	—	—	—	2	—	—	—	—	—	—	—	2
—	—	—	5	—	—	—	—	1	—	1	—	—	—	—	2
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	—	—	1	—	—	—	—	—	1
—	—	—	2	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	4	—	1	—	—	—	1	1	—	—	—	—	3
—	1	1	13	—	—	—	3	1	2	1	—	—	1	—	8
—	2	2	97	10	12	1	12	22	21	9	4	—	2	5	98



TABLE H-7—Employment Fatalities by Industry† and Type of Accident, Canada 1967 and 1968 (Continued)

Type of Accident	1967†							
	Agricul- ture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade
Collisions, Derailments, Wrecks, etc.:								
Involving railways .....	—	1	—	—	5	1	16	—
Involving street cars or buses.....	—	—	—	—	—	—	—	—
Involving automobiles or trucks .....	3	4	—	11	30	30	54	16
Involving tractors, loadmobiles, etc.....	2	1	—	1	2	9	2	—
Involving mine or quarry cars.....	—	—	—	—	—	—	—	—
Involving water craft.....	—	—	24	—	—	3	—	—
Involving aircraft.....	—	5	—	—	2	2	34	4
Involving other transport agencies.....	—	—	—	—	—	—	3	—
Involving hoisting or conveying apparatus .....	—	—	—	1	—	—	—	—
Involving animal-drawn vehicles.....	—	—	—	—	—	—	—	—
Miscellaneous agencies .....	—	—	—	—	—	—	—	—
TOTAL.....	5	11	24	13	39	45	109	20
Falls and Slips:								
(A) Due to rough ground or floor surface.....	—	—	—	—	—	—	—	—
Due to collapse of resistance.....	—	—	—	—	—	—	—	—
Due to tripping over or stepping on object.....	—	—	—	—	—	—	—	—
Due to slippery surface.....	—	—	—	—	1	2	1	—
Due to slipping while handling materials.....	—	—	—	1	1	—	—	—
Due to slipping while operating machines.....	—	—	—	—	—	1	—	—
Due to physical condition of workman.....	—	1	—	1	2	1	3	1
Due to vehicles in motion.....	—	—	—	1	—	1	—	—
Miscellaneous falls (on same level).....	—	—	—	1	—	1	2	—
(B) From ladders or stairs.....	—	—	—	—	2	2	1	1
From scaffolds or stagings.....	—	—	—	2	1	15	2	—
From platforms, ramps or stationary vehicles.....	1	2	—	4	2	4	2	—
From buildings, roofs or towers.....	1	—	—	—	4	16	1	1
From bridges, trestles or catwalks.....	—	—	—	—	2	3	1	—
From poles, trees, logs or stumps.....	—	1	—	—	—	—	—	—
From stockpiles or loads.....	—	—	—	—	—	—	1	—
From moving railway vehicles.....	—	—	—	—	1	—	2	—
From other moving transportation vehicles.....	1	—	—	—	2	1	1	2
(C) Into holds of vessels.....	—	—	—	—	—	1	—	—
Into shafts, pits, excavations, etc.....	—	—	—	10	—	1	—	—
Into rivers, lakes, seas or harbours.....	—	7	6	8	4	6	16	—
Into storage bunkers.....	—	—	—	—	—	1	—	—
Into vats, tanks or kilns.....	1	—	—	1	3	—	—	—
Miscellaneous falls to different levels.....	1	—	—	4	4	7	2	1
TOTAL.....	5	11	6	33	29	63	35	6
Conflagrations, Temperature Extremes and Explosions:								
Conflagrations.....	—	2	—	—	9	2	4	2
Exposure to welding flashes.....	—	—	—	—	—	—	—	1
Exposure to cold or cold substances.....	—	—	—	—	—	—	1	—
Exposure to steam or other hot vapours.....	—	—	—	—	—	—	—	—
Exposure to hot liquids or molten metal.....	—	—	—	—	4	—	—	—
Exposure to heat or hot substances, N.E.C.....	1	—	—	—	1	—	—	1
Explosions—blasting accidents.....	—	—	—	1	—	—	—	—
Explosions of coal and/or dust.....	—	—	—	15	—	—	—	—
Air blasts (bumps) in mines.....	—	—	—	2	—	—	—	—
Explosions of steam pressure apparatus.....	—	—	—	—	2	—	—	—
Explosions of liquid air, gas pressure apparatus .....	—	1	—	—	2	1	—	2
Explosions of gasoline and/or oil.....	—	—	1	3	3	—	—	1
Explosion of chemicals.....	—	—	—	—	3	—	—	—
Ammunition and firearms (accidental).....	—	—	—	—	—	—	—	—
Other explosions.....	—	—	—	—	2	—	5	—
TOTAL.....	1	3	1	21	26	5	10	7

\* Preliminary. † Revised. ‡ See footnotes 1—6, Table H-4.

1968\*

		Public Admin- istration	Total	Agri- culture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Finance	Service	Public Admin- istration	Total
Finance	Service														
—	2	—	25	—	1	—	—	1	3	18	1	—	—	—	24
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	9	11	168	2	10	—	3	11	24	38	17	—	16	11	132
—	—	—	17	2	4	—	—	1	3	3	1	—	—	—	14
—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	27	—	1	—	—	—	—	—	—	—	—	—	1
—	3	—	50	—	—	—	7	4	—	19	—	—	5	—	35
—	—	—	3	—	—	—	—	—	—	4	—	—	—	—	4
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	14	11	291	4	16	—	11	17	30	82	19	—	21	11	211
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	1	—	—	—	—	2	—	—	—	1	—	4
—	—	—	4	—	—	—	—	—	1	—	1	—	2	1	5
—	1	—	3	—	—	—	—	—	1	—	—	—	—	—	1
—	—	—	1	1	—	—	—	—	—	—	—	—	1	—	2
—	4	2	15	1	4	—	—	5	3	4	2	—	—	6	25
—	—	—	2	—	1	—	—	—	—	1	—	—	—	—	2
—	—	—	4	—	—	—	—	2	—	—	—	—	—	—	2
—	—	—	6	—	—	—	—	2	4	2	—	—	—	—	8
—	1	—	21	—	—	—	—	1	10	—	—	—	—	—	11
—	—	—	15	—	—	—	1	4	8	2	—	—	—	—	15
—	4	—	27	1	—	1	—	1	14	—	—	—	—	—	17
—	—	—	6	—	—	—	—	3	2	1	—	—	—	—	6
—	—	—	1	—	1	—	—	1	1	—	—	—	—	—	3
—	—	—	1	—	1	—	—	1	—	—	—	—	—	—	2
—	—	—	3	—	—	—	—	—	—	2	—	—	—	—	2
—	1	—	8	2	—	—	—	—	—	2	—	—	—	—	4
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
1	—	—	12	—	—	—	9	2	4	—	—	—	—	—	15
—	3	1	51	—	1	13	2	3	4	6	—	—	1	6	36
—	—	—	1	—	—	—	—	2	1	—	—	—	—	—	3
—	—	—	5	—	—	—	1	1	—	—	—	—	—	—	2
—	—	1	20	1	1	1	2	3	9	—	—	—	—	1	18
1	14	4	207	7	9	15	15	31	64	20	3	—	5	14	183
—	1	3	23	—	—	1	—	4	2	—	—	—	—	—	7
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	4	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	3	—	—	—	—	1	—	—	1	—	—	1	3
—	—	1	2	—	—	—	8	—	2	—	—	—	—	1	11
—	—	—	15	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	2	—	—	—	—	—	—	—	2
—	—	—	2	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	6	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	8	—	—	—	—	1	—	2	—	—	—	—	3
—	—	—	3	—	1	—	—	1	—	—	—	—	—	—	2
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
1	1	—	8	—	—	—	2	3	—	3	—	—	—	1	9
1	2	4	78	—	1	1	12	11	4	5	1	—	—	3	38



**TABLE H-7—Employment Fatalities by Industry† and Type of Accident, Canada 1967 and 1968 (Concluded)**

Type of Accident	1967†							
	Agricul- ture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade
<b>Inhalations, Contact, Absorptions, Ingestions, and Industrial Diseases:</b>								
Exposure to acids, alkalis or similar chemicals .....	1	—	—	1	1	—	—	—
Exposure to poisonous gases.....	—	—	—	—	1	4	3	3
Exposure to dust (silicosis, etc.).....	—	—	—	48	19	1	1	—
Exposure to poisonous vegetation.....	—	—	—	—	—	—	—	—
Exposure to radioactive substances.....	—	—	—	5	1	—	—	—
Industrial diseases, N.E.C.....	—	—	—	—	—	2	—	—
Exposure to miscellaneous poisonous agencies.....	—	—	—	—	—	—	—	—
<b>TOTAL.....</b>	<b>1</b>	<b>—</b>	<b>—</b>	<b>54</b>	<b>22</b>	<b>7</b>	<b>4</b>	<b>3</b>
<b>Contact with Electric Current:</b>								
Lightning accidents.....	—	—	—	—	—	—	—	—
Exposure to or contact with electricity.....	2	—	—	2	4	16	14	2
<b>TOTAL.....</b>	<b>2</b>	<b>—</b>	<b>—</b>	<b>2</b>	<b>4</b>	<b>16</b>	<b>14</b>	<b>2</b>
<b>Over-Exertion:</b>								
Over-exertion, strains, etc. ....	1	—	—	3	4	7	12	7
<b>TOTAL.....</b>	<b>1</b>	<b>—</b>	<b>—</b>	<b>3</b>	<b>4</b>	<b>7</b>	<b>12</b>	<b>7</b>
<b>Miscellaneous Accident Types:</b>								
Violence.....	1	—	—	—	1	2	3	—
Bites, stings, etc., (by animals, reptiles and insects) .....	—	—	—	—	—	—	—	—
Infection, N.E.C.....	—	—	—	—	—	—	—	—
Miscellaneous.....	1	—	—	3	7	5	4	4
<b>TOTAL.....</b>	<b>2</b>	<b>—</b>	<b>—</b>	<b>3</b>	<b>8</b>	<b>7</b>	<b>7</b>	<b>4</b>
<b>GRAND TOTAL.....</b>	<b>30</b>	<b>106</b>	<b>33</b>	<b>182</b>	<b>186</b>	<b>223</b>	<b>337</b>	<b>64</b>

1968*															
Finance	Service	Public Admin- istration	Total	Agri- culture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Finance	Service	Public Admin- istration	Total
—	—	—	3	—	—	—	—	1	—	1	—	—	—	—	2
—	3	1	15	—	—	—	1	6	4	2	3	—	—	1	17
—	—	—	69	—	—	—	23	12	—	—	—	—	—	—	35
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	6	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	2	—	—	—	1	—	—	—	—	—	—	1	2
—	—	—	—	—	—	—	—	3	—	—	—	—	—	—	3
—	3	1	95	—	—	—	26	22	4	3	3	—	—	2	60
—	—	1	1	1	—	—	—	—	—	—	—	—	1	—	2
—	2	1	43	2	—	—	—	8	14	6	—	—	3	3	36
—	2	2	44	3	—	—	—	8	14	6	—	—	4	3	38
1	10	4	49	—	—	—	—	5	2	7	2	—	3	3	22
1	10	4	49	—	—	—	—	5	2	7	2	—	3	3	22
1	1	3	12	—	—	—	—	—	1	1	3	—	4	4	13
—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	2	2	29	—	2	—	6	7	3	2	1	—	3	1	25
1	4	5	41	—	2	—	6	7	4	3	4	—	7	5	38
5	55	35	1,156	26	96	19	120	148	191	167	47	—	45	55	914



TABLE H-8—Employment Fatalities by Industry† and Occupation, 1967 — 1968

Occupation	1967†											Total	Per Cent of Total
	Agri- culture	For- estry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Fi- nance	Serv- ice	Public Ad- minis- tration		
Farmers and farm workers.....	27	—	—	—	—	1	—	—	—	1	1	30	2.6
Loggers and related workers.....	—	86	—	—	1	1	1	—	—	—	—	89	7.7
Fishermen, trappers and hunters.....	—	—	32	—	—	—	—	—	—	—	—	32	2.8
Miners, quarrymen and related workers	—	—	—	141	4	5	1	3	—	1	1	156	13.5
Craftsmen, production process and related workers.....	1	5	—	27	109	125	63	27	1	13	6	377	32.6
Labourers and unskilled workers (not agricultural, fishing, logging or mining).....	—	—	—	—	19	67	13	6	1	6	4	116	10.0
Transport and communication.....	—	9	1	2	21	10	142	9	—	2	3	199	17.2
Managerial.....	1	3	—	—	6	9	8	7	2	4	2	42	3.6
Professional and technical.....	1	—	—	8	5	3	5	1	—	4	5	32	2.8
Clerical.....	—	—	—	1	3	—	—	3	—	1	2	10	0.9
Sales.....	—	—	—	—	14	—	2	7	—	—	1	24	2.1
Services and recreation.....	—	3	—	3	4	2	2	1	1	23	10	49	4.2
Total.....	30	106	33	182	186	223	237	64	5	55	35	1,156	100.0
Per cent of total.....	2.6	9.5	2.7	15.7	16.0	19.3	20.5	5.5	0.4	4.7	3.0	100.0	—
Workers employed in thousands....	559	79	25	114	1,756	475	659	1,224	312	1,732	443	7,379	—
Fatality rate per 10,000 em- ployees.....	0.5	13.4	13.2	15.9	1.1	4.7	3.6	0.5	0.2	0.3	0.8	1.5	—

\* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.

TABLE H-3—Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Boards, by Province, 1967-1968

Province	1967†					1968*				
	Non-fatal			Fatal	Total	Non-fatal			Fatal	Total
	Medical Aid Only	Tempo- rary Disability	Permanent Disability			Medical Aid Only	Tempo- rary Disability	Permanent Disability		
Newfoundland.....	6,367	5,226	123	31	13,362	5,710	4,226	29	20	13,446
Prince Edward Island.....	1,151	1,180	21	15	2,367	1,109	1,116	2	4	2,231
Nova Scotia.....	15,032	10,468	349	36	25,885	14,040	10,348	71	33	24,492
New Brunswick.....	15,869	8,437	400	39	27,176	14,752	8,247	257	33	26,341
Quebec.....	**	**	**	248	172,679	**	**	**	202	187,351
Ontario.....	241,704	106,021	4,191	316	352,232	**	**	**	310‡	379,228
Manitoba.....	15,208	13,217	490	39	28,954	16,142	12,822	444	39	29,447
Saskatchewan.....	14,758	12,123	362	51	27,294	14,365	12,177	347	48	26,937
Alberta.....	33,521	22,988	1,058	123	57,690	32,538	23,020	1,007	108	56,673
British Columbia.....	50,235	25,928	1,352	156	77,671	48,166	25,902	1,282	150	75,500

\* Preliminary. † Revised. ‡ Estimated. \*\* Information not available.

1968\*

Workers Employed in Thousands		Fatality Rate per 10,000 Employees											Public Administration	Total	Per Cent of Total	Workers Employed in Thousands	Fatality Rate per 10,000 Employees
Thou-	Employ-	Agri-	Forestry	Fishing	Mining	Manu-	Con-	Trans-	Trade	Fi-	Serv-	Public	Ad-	Total	Per	Workers	Fatality
sands	ees	culture				factur-	struc-	porta-		nance	ice	Adminis-	tration		Cent	Employed	Rate per
						ing	tion	tion							of	in	10,000
															Total	Thou-	Employ-
																sands	ees
564	0.5	24	—	—	—	—	—	—	—	—	1	—	—	25	2.7	548	0.5
57	15.6	—	74	—	—	2	2	1	—	—	—	1	—	80	8.8	54	0.5
26	12.3	—	—	15	—	—	—	—	—	—	—	—	—	15	1.6	25	14.8
58	26.9	—	—	—	96	1	4	1	—	—	—	—	—	102	11.2	58	17.5
1,924	1.9	2	9	3	15	96	112	44	14	—	6	7	—	308	33.7	1,910	1.6
315	3.7	—	1	—	—	21	57	8	7	—	8	8	—	110	12.0	312	3.5
412	4.8	—	8	1	3	10	9	98	9	—	7	6	—	151	16.5	413	3.7
693	0.6	—	2	—	1	5	4	6	5	—	2	2	—	27	3.0	714	3.8
917	0.3	—	2	—	3	4	2	2	2	—	9	4	—	28	3.1	980	2.9
1,038	0.1	—	—	—	—	—	1	1	—	—	—	2	—	4	0.4	1,100	0.3
501	0.5	—	—	—	1	7	—	—	6	—	—	—	—	14	1.5	516	0.3
874	0.6	—	—	—	1	2	—	6	4	—	12	25	—	50	5.5	908	0.6
7,379	1.5	26	96	19	120	148	191	167	47	—	45	55	—	914	100.0	7,537	1.2
—	—	2.8	10.5	2.1	13.1	16.2	20.9	18.3	5.1	—	5.0	6.0	—	100.0	—	—	—
—	—	546	80	20	117	1,754	470	673	1,260	327	1,830	458	—	7,537	—	—	—
—	—	0.5	12.0	9.5	10.3	0.8	4.1	2.5	0.4	—	0.2	1.2	—	1.2	—	—	—



**TABLE H-9—Employment Fatality Rates, 1967 — 1968**

	1967†					
	Number of Fatalities			Workers Employed in Thousands**		
	Men	Women	Both Sexes	Men	Women	Both Sexes
<b>A—By Sex and Industry†</b>						
Agriculture.....	30	—	30	486	72	559
Forestry.....	106	—	106	78	1	79
Fishing.....	33	—	33	25	—	25
Mining.....	182	—	182	108	6	114
Manufacturing.....	186	—	186	1,362	394	1,756
Construction.....	222	1	223	457	18	475
Transportation.....	235	2	237	563	96	659
Trade.....	63	1	64	818	407	1,224
Finance.....	5	—	5	164	148	312
Service.....	55	—	55	684	1,048	1,732
Public Administration.....	35	—	35	338	106	443
TOTAL.....	1,152	4	1,156	5,083	2,296	7,379
<b>B—By Sex and Occupation</b>						
Farmers and farm workers.....	30	—	30	496	68	564
Loggers and related workers.....	89	—	89	57	—	57
Fishermen, trappers and hunters.....	32	—	32	26	—	26
Miners, quarrymen and related workers.....	156	—	156	58	—	58
Craftsmen, production process and related workers.....	377	—	377	1,652	272	1,924
Labourers and unskilled workers (not agricultural, fishing, logging or mining).....	116	—	116	294	21	315
Transport and communication.....	199	—	199	372	40	412
Managerial.....	41	1	42	607	86	693
Professional and technical.....	32	—	32	522	395	917
Clerical.....	9	1	10	334	704	1,038
Sales.....	24	—	24	309	192	501
Service and recreation.....	47	2	49	356	518	874
TOTAL.....	1,152	4	1,156	5,083	2,296	7,379
<b>C—By Sex and Age Group</b>						
15-19.....	44	—	44	410	331	740
20-24.....	143	—	143	617	419	1,036
25-44.....	497	2	499	2,305	873	3,178
45-64.....	387	2	389	1,590	627	2,217
65 and over.....	81	—	81	162	46	208
TOTAL.....	1,152	4	1,156	5,083	2,296	7,379

\* Preliminary. † Revised. ‡ See footnotes 1-6, Table H-4.

\*\* Figures may not add to the totals shown because of rounding (DBS estimates, Special Surveys Division, special tables, 12-month averages).

1968\*

Fatality Rate per 10,000 Employees			Number of Fatalities			Workers Employed in Thousands**			Fatality Rate per 10,000 Employees		
Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes	Men	Women	Both Sexes
0.62	—	0.54	26	—	26	476	70	546	0.55	—	0.48
13.59	—	13.42	96	—	96	78	2	80	12.30	—	12.00
13.20	—	13.20	19	—	19	24	—	24	7.92	—	7.92
16.85	—	15.96	120	—	120	112	5	117	9.33	—	10.26
1.37	—	1.06	148	—	148	1,369	384	1,754	1.08	—	0.84
4.86	0.56	4.69	191	—	191	450	20	470	4.24	—	4.06
4.17	0.21	3.60	166	1	167	568	105	673	2.92	0.09	2.48
0.77	0.02	0.52	47	—	47	827	433	1,260	0.57	—	0.37
0.30	—	0.16	—	—	—	166	160	327	—	—	—
0.80	—	0.32	43	2	45	1,101	728	1,830	0.39	0.03	0.25
1.04	—	0.79	55	—	55	347	111	458	1.59	—	1.20
2.27	0.01	1.57	911	3	914	5,146	2,391	7,537	1.77	0.01	1.21
0.60	—	0.53	25	—	25	482	66	548	0.52	—	0.46
15.61	—	15.61	80	—	80	54	—	54	14.81	—	14.81
12.31	—	12.31	15	—	15	24	1	25	6.25	—	6.00
26.89	—	26.89	102	—	102	58	—	58	17.59	—	17.59
2.28	—	1.96	308	—	308	1,647	263	1,910	1.87	—	1.61
3.95	—	3.68	110	—	110	292	20	312	3.77	—	3.53
5.35	—	4.83	150	1	151	372	41	413	4.03	0.24	3.66
0.68	0.12	0.59	27	—	27	624	90	714	0.48	—	0.38
0.61	—	0.35	26	2	28	564	416	980	0.46	0.05	0.29
0.27	0.01	0.09	4	—	4	756	344	1,100	0.05	—	0.04
0.78	—	0.47	14	—	14	316	200	516	0.44	—	0.27
1.32	0.04	0.56	50	—	50	539	369	908	0.93	—	0.55
2.27	0.01	1.57	911	3	914	5,146	2,391	7,537	1.77	0.01	1.21
1.07	—	0.59	46	1	47	410	333	744	1.12	0.03	0.63
2.32	—	1.38	126	—	126	637	455	1,092	1.98	—	1.15
2.16	0.02	1.57	392	1	393	2,328	903	3,231	1.69	0.01	1.22
2.43	0.03	1.75	282	1	283	1,609	652	2,261	1.75	0.02	1.25
5.00	—	3.89	65	—	65	162	48	209	4.01	—	3.11
2.27	0.01	1.57	911	3	914	5,146	2,391	7,537	1.77	0.01	1.21



# PRICE INDEXES

## Consumer, April 1969

The consumer price index (1961=100) advanced 1.1 per cent to 124.6 at the beginning of April from 123.2 at the beginning of March. It was 4.4 per cent higher than in April 1968.

The food index advanced by 1.0 per cent to 125.0 from 123.8 and was 3.5 per cent higher than the April 1968 level of 120.8. Higher prices for beef, chicken and eggs contributed to the increase. Among staple items, milk, bread and butter remained unchanged; sugar rose by 4.8 per cent, continuing its marked increase since last October. Produce items registered less increase than is normal for April. Higher prices for carrots, cabbage, lettuce and apples were offset by lower prices for tomatoes, celery and oranges.

The housing index rose 0.7 per cent to 123.7 from 122.8, and was 5.2 per cent higher than the April 1968 level of 117.6. Home-ownership costs advanced by 1.5 per cent as a result of higher prices for new houses and higher mortgage interest rates. Rents increased by only 0.2 per cent. Among household operation items, furniture, appliances, utensils and most household supplies were higher in price.

The health and personal care index advanced 3.2 per cent to 133.7 from 129.5 and was 5.4 per cent higher than the April 1968 level of 126.9. Private prepaid medical care premiums in Ontario and Alberta contributed largely to this increase, and in addition, doctors, dentists and optometrists also increased their fees in a number of cities. Among personal care items, the price of haircuts increased in Montreal and Saskatoon.

The recreation and reading index increased by 0.2 per cent to 125.4 from 125.1 and was 6.5 per cent higher than the April level of 117.8 a year ago. Increased prices for television sets and bicycles outweighed decreases for phonograph records and radios.

The tobacco and alcohol index advanced by 3.0 per cent to 125.5 from 121.9, and was 3.5 per cent higher than in April a year earlier when it was 121.2. Increased taxes on these products in Ontario, Nova Scotia and New Brunswick accounted for most of the rise in this component.

The clothing index rose 0.4 per cent to 124.3 from 123.8, and was 2.6 per cent above the April 1968 level of 121.2. Most items of men's and women's wear increased in price since the preceding month with advances recorded for men's suits, shirts, and windbreakers, and women's suits and hosiery. Footwear, piece goods

and jewellery also registered increases, and prices for children's wear declined due to sales on a number of items.

The transportation index advanced 1.4 per cent to 119.9 from 118.3, and was 4.8 per cent higher than the April 1968 level of 114.4. Most of the increase was due to higher local transit fares in Montreal, Winnipeg, and Hamilton. Bus and subway fares have increased by about 70 per cent since 1961, advancing in this period faster than any other non-food item in the consumer price index. New automobile prices, generally, remained unchanged or registered slight declines.

## City Consumer, April 1969

Between March and April, consumer price indexes advanced in all 10 regional cities and city combinations. The increases ranged from 0.4 per cent in St. John's, Nfld., to 2.7 per cent in Halifax.

Food prices rose in all cities, from 0.4 per cent in Montreal to 1.9 per cent in Halifax. General increases in housing components were led by advances of 1.1 per cent in Halifax and 0.9 per cent in Saint John. Clothing prices increased in all cities except in Winnipeg, where a marginal decline was registered. Transportation indexes recorded mixed movements with advances in six cities, declines in two, and no change in two. Prices for recreation and reading were varied, rising in seven cities, declining in two, and remaining unchanged in Winnipeg. Tobacco and alcohol indexes increased in eight cities, with especially large advances recorded in those provinces which levied increased sales or excise taxes on these products.

Regional consumer price index point changes between March and April were as follows: Halifax + 3.1 to 119.0; Saint John + 2.2 to 119.3; Toronto + 1.3 to 123.2; Ottawa + 1.1 to 121.9; Montreal + 1.0 to 121.0; Winnipeg + 1.0 to 121.9; Edmonton-Calgary + 0.7 to 120.3; Saskatoon-Regina + 0.6 to 118.3; Vancouver + 0.6 to 118.2; St. John's + 0.5 to 118.7.

## Wholesale, March 1969

The general wholesale index (1935-39=100) rose 0.3 per cent in March to 279.8 from the February index of 279.0 and was 4.3 per cent higher than the March 1968 index of 268.3. Five of the eight major group indexes were higher, two declined, and one was unchanged.

The wood products group index rose 1.0 per cent to 397.9 from 393.8 on higher prices for fir, spruce, hemlock, cedar and paperboard. An advance of 1.0 per cent to 281.5 from 278.7 in the iron products group index reflected price increases for rolling mill products. The chemical pro-

ducts group index moved up 0.4 per cent to 216.5 from 215.6 on higher prices for soaps and detergents, and paint materials. An increase of 0.3 per cent in the non-ferrous metals products group index to 254.4 from 253.7 was attributable to price increases for silver. The animal products group index moved slightly higher to 308.8 from 308.2.

The vegetable products group index declined 0.8 per cent in March to 238.0 from 240.0 in response to lower prices for unmanufactured tobacco, fresh fruits, livestock and poultry feeds, and grains. The non-metallic minerals products group index declined to 209.7 from 209.8.

## Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) advanced 0.5 per cent to 267.7 from 266.4 in the three-week period April 4 to April 25. The animal products index moved up 0.9 per cent to 352.8 from 349.7 and the field products index declined 0.3 per cent to 182.6 from 183.1.

## U.S. Consumer, March 1969

The United States consumer price index (1957-59=100) rose 0.8 per cent to 125.6 in March and was 5.1 per cent higher than in March, 1968.

Major factors in the increase were home ownership costs of various kinds and higher prices for used automobiles. Food, clothing and gasoline prices also advanced.

## British Retail, Feb. 1969

The British index of retail prices (January 16, 1962=100) was 129.8 at February 18, compared with 129.1 at January 14 and 122.2 at February 20, 1968.

Increases in the average levels of prices of tomatoes, other fresh vegetables, fresh fruit, bread, and sweets and chocolate were mainly responsible for a rise of more than one and one half per cent in the average level of food prices as a whole. The index for foods, the prices of which show significant seasonal variations, rose by about 6 per cent to 132.2, compared with 124.6 in January. The index for the food group as a whole was 128.2, compared with 126.1 in January.

In the clothing and footwear group there were increases in the average level of prices for many articles. The index for the group as a whole rose by more than one half of one per cent to 115.9 compared with 115.1 in January.

The principal changes in the transport and vehicles group were rises in the average levels of prices for second hand cars and of charges for repair and maintenance of motor vehicles. The group index rose by less than one half of one per cent to 122.6, compared with 122.2 in January.

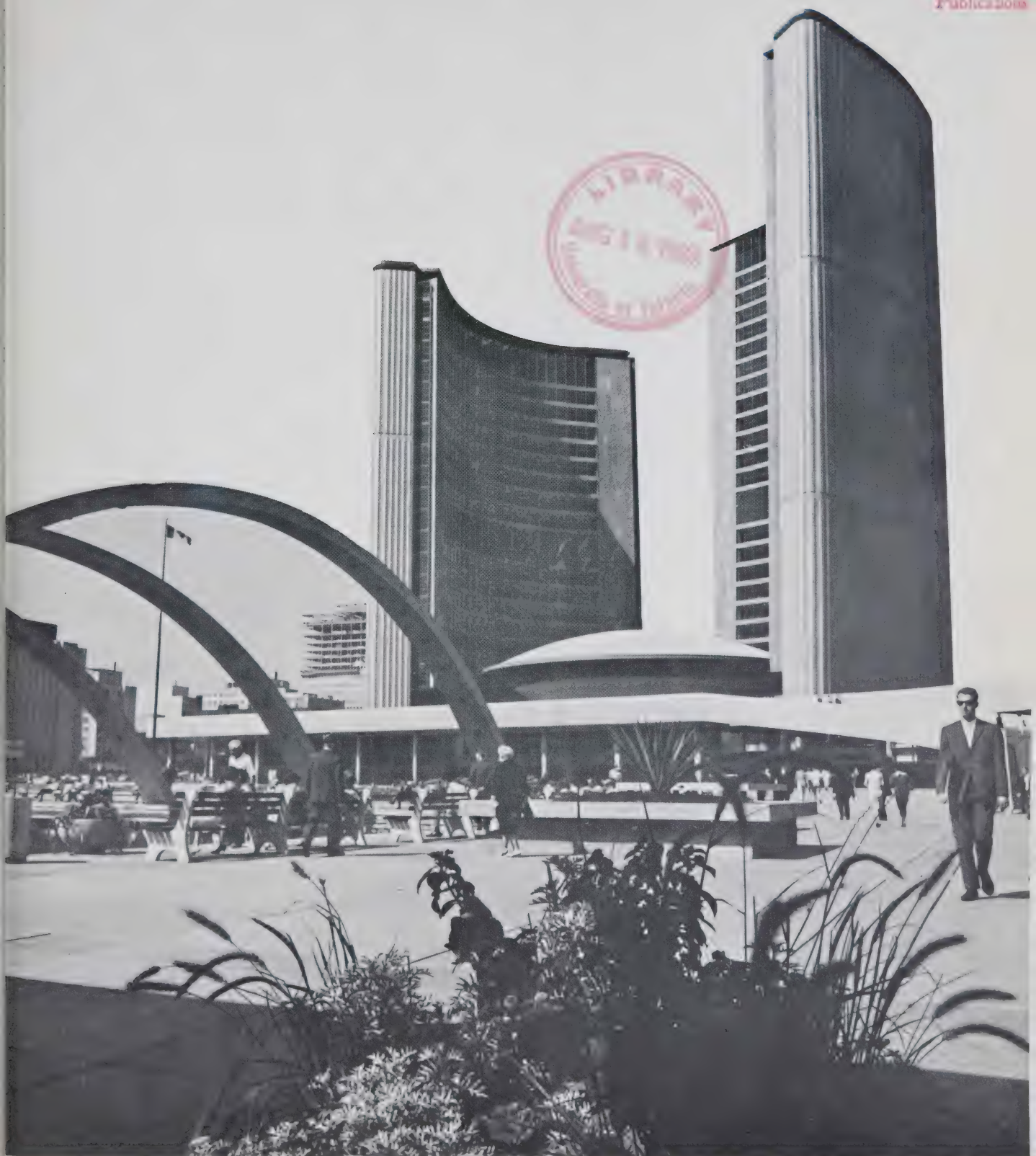


# about gazette

Canada Department of Labour

August 1965

Government  
Publications





# Canada Department of Labour Publications

---

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

*Industrial and Geographic Distribution of Union Membership in Canada, 1967.* (English or French). Price 15 cents, Cat. No. L31-767.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-550.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price \$4.50, Cat. No. L31-967F.

*Technological changes in the railway industry: Employment effects and adjustment process: CPR Angus Workshops, Montreal.* 1967. Second in a series of three reports on technological change in the railway industry in Canada and the ways in which workers have adapted to change. Price \$2.50, Cat. No. L41-667.

*Payment Systems and their Development in the Railway Running Trades.* 1968. By Maxwell Flood. Price \$1.25, Cat. No. L41-768.

(Continued on inside back cover)



# labour gazette

Official Journal  
Canada Department of Labour

Hon. Bryce Mackasey  
Minister

J. D. Love  
Deputy Minister

## Editorial Staff

*Editor in Chief*  
W. S. DRINKWATER

*Editor*  
JACK E. NUGENT

*Acting Editor, French Edition*  
A. R. MARION

*Assistant Editor —  
Production and Promotion*  
FRANK L. DUBERVILL

*Staff Writers*  
R. J. LYLE  
SHIRLEY M. PLOWMAN  
KATHLEEN E. WHITEHURST  
R. W. WILKINSON

*Circulation Manager*  
J. E. ABBEY

The *Labour Gazette*, published monthly in English and French by the Canada Department of Labour, Public Relations and Information Services Branch, David R. Monk, Director, is listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences. *Correspondence*—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. *Subscriptions*—Canada: \$3 a year, single copies 50 cents each; all other countries: \$5 a year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to the Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. *Special Group Subscription Offer*—Five or more annual subscriptions, \$1.50 each (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. *Bound Volumes*—\$5 a copy delivered in Canada, \$7 a copy to other countries. *Change of Address*—Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.

Vol. 69, No. 8

August 1969

- 442 News Briefs
- 444 Unemployment Insurance Fund—April
- 445 Milestones
- 446 Book Reviews
- 447 50 Years Ago
- 448 Let the Buyer Beware
- 451 The Deficit Between Needs and Income
- 452 CMA's 98th Annual Meeting
- 458 Laval's 24th Industrial Relations Conference
- 461 ILO Report
- 462 Canada's Disadvantaged
- 465 Employment Fatalities—First Quarter 1969  
Wage Schedules—April
- 466 Women's Bureau
- 468 Manpower Utilization Branch  
Employment Review—May
- 469 Older Workers
- 470 Unemployment Insurance Report—March
- 471 Price Indexes
- 472 Certification
- 473 Conciliation
- 474 Railway Arbitration
- 475 Decisions of the Umpire
- 476 Library List No. 245
- 478 Statistics Section; Labour Statistics

*Cover photograph* — Toronto was the site of the CMA's annual meeting this year. See "Shaping the 70s" on page 452.



## Chairman named to prices commission

Dr. John H. Young, former Dean of Arts at the University of British Columbia, has been named Chairman of the Prices and Incomes Commission (L.G., March, p. 154). An academician, economist and author, he will head the new federal agency that will determine the progress of the Government's program to halt inflation. His appointment was announced on May 20 by Consumer and Corporate Affairs Minister Ron Basford.

Dr. Young received both his B.A. and M.A. degrees at Queen's University, and his Ph.D. from Cambridge. He served with the Defence Research Board from 1951 to 1953. He then joined the faculty of Yale University, where he remained until 1960. At that time he became head of the Department of Economics and Political Science at the University of British Columbia, and was later appointed Dean of Arts.

Dr. Young worked for the Royal Commission on Canada's Economic Prospects and as Assistant Director of Research for the Royal Commission on Banking and Finance. He made an extensive study of the cost of tariff protection to the Canadian economy, which was published under the title, *Canadian Commercial Policy*. He co-authored another extensive study, *The Effects of Monetary Policy on Corporations* for the Royal Commission on Banking. He has written also a study of the Economic Council of Canada's fourth annual review, which was published by the Private Planning Association of Canada.

## Workers in two B.C. firms get shorter work year

By sacrificing 30 minutes of leisure time a day, twelve employees at Mainland Cable Service Ltd., in Vancouver, B.C., members of Local 213, International Brotherhood of Electrical Workers, and five employees of Western Cablevision Ltd., in New Westminster, B.C., will get an additional three weeks added to their annual vacations. The employees will receive the three weeks after a year of working an eight-hour day, 40-hour week. The Western employees get a regular three-week vacation after five years service, and four weeks after 20 years service. The new two-year contracts in the cable tv business provide a top rate of \$5.22 an hour starting June 1, 1970.

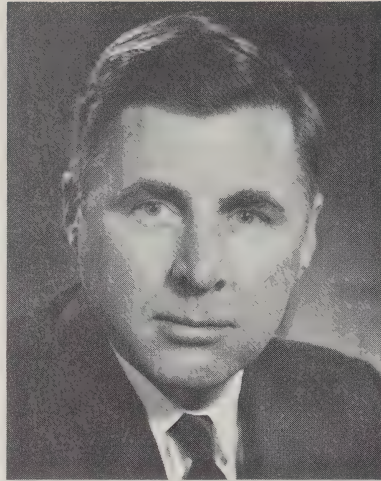


Photo by Schiffer

Dr. John H. Young

## COMING EVENTS

Oct. 27-29—Conference of labour, management and Government on industrial relations sponsored by the Canada Department of Labour. Ottawa.

## Claude Jodoin scholarships presented to first winners

First winners of the \$1,500 Claude Jodoin scholarships for the Labour College, Montreal (L. G., July 1968, p. 377) are Louis Blanchard and John Tyrrell. The presentation was made at the opening of the seventh term in May.

Mr. Blanchard of Shawinigan, Que., is a member of Local 256, International Brotherhood of Pulp, Sulphite and Paper Mill Workers. Mr. Tyrrell of West Hill, Ont., is a member of Local 161, International Chemical Workers Union.

At the opening exercises, CLC Executive Vice-President Joseph Morris said that the contribution of previous graduates from the college has already proved the worth of the institution. He said that about 22 per cent of the graduates were elected to more senior offices in their locals, and another 17 per cent had moved to full-time jobs in the union movement. Another 45 per cent have since taught courses in their own unions or district labour councils.

## Labour leader appointed federal conciliator

A. A. "Bud" Franklin, President of the Manitoba Federation of Labour (CLC) has resigned from the Federation and from his job as international representative of a union to work with the Canada Department of Labour in Vancouver. Mr. Franklin has been, since 1949, a representative of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (AFL/CIO, CLC). He became a conciliation officer with the Department on June 2.

The veteran labour leader, who is a Vice-President of the Canadian Labour Congress (CLC), is highly regarded in Manitoba by unions and the provincial Government, and has held several positions on boards and committees. Among these are the Target for Economic Development Commission (TED) and the Manitoba Export Corporation. He was also a member of the labour-management review committee of the Prime Minister's Task Force on Labour Relations (L. G., May p. 269).

Mr. Franklin's first union membership in 1938 was in Local 1, Canadian Congress of Labour Department Store Union. He held several offices in this local and later in Local 468 of the Retail, Wholesale and Department Store Union, and served as an international representative for RWDSU from 1947 to 1949. He was president of the Manitoba Federation of Labour from 1962 to 1965 and was elected President in 1968 for another three-year term.

## Report on IR research to be published

The 1969 edition of *Labour and Industrial Relations Research in Canada—Progress Report* is now being prepared for publication early next year. *Progress Report* was launched last year in an attempt to fill a serious information gap in the research community. It is hoped that it will increase the exchange of information among research personnel as well as make them more aware of developments in their field of interest.

Anyone who is engaged on a research project in labour or industrial relations is urged to write Richard Carver, Public Relations and Information Services Branch, Canada Department of Labour, Ottawa 4.



## Tripartite conference to be held in Ottawa

A national tripartite industrial relations conference will be held in Ottawa, October 27 to 29. Announcing the conference, Labour Minister Bryce Mackasey said that it is "one of the more publicly obvious initiatives the Department is taking to improve the quality of effective dialogue between labour, management and government." More than 200 representatives of labour, management and government are expected to participate.

Mr. Mackasey observed that the conference would be a fitting tribute to the 50th Anniversary of the International Labour Organization. He said that the conference will seek, "through free and open discussion, to clarify the respective responsibilities of unions, management and governments in working toward more industrial relations in the public interest."

## Six-country federation of trade unions formed

Labour unions in the six countries belonging to the European Common Market have formed a federation of 12,000,000 members to press for further integration of Europe based on democratic principles. The European Confederation of Free Trade Unions in the Community replaces the European Trade Union Secretariat that had the task of defending the interests of the workers at the Common Market level.

The group has called for a democratization of Common Market institutions and the establishment of a parliament elected by universal suffrage. The opening of negotiations with other European countries that have requested Common Market membership should be dealt with immediately, the federation says. But it would exclude Spain, Greece and Portugal.

André Kloos, President of The Netherlands Trade Union Federation, was elected President of the new federation, and Theo Rasschaert, of the Belgian FGFB, was elected General Secretary. The group has called also for the establishment of a body representing member countries that could make decisions by majority vote. And the federation wants workers' and employers' groups to be consulted at all stages of decision making.

## Former sea captain named AFL-CIO Secretary-Treasurer

J. L. Kirkland, a former sea captain, has been elected Secretary-Treasurer of the AFL-CIO, succeeding W. F. Schnitzler who has retired. Mr. Kirkland, 47, had been executive assistant to AFL President George Meany.

Mr. Kirkland has never been president of an international union, but rumors have it that he has a good chance of succeeding President Meany. Mr. Kirkland has been a key figure in resolving many difficult maritime problems, and he helped bring about the settlement of the 1967 New York City transit strike. He has also written many key AFL-CIO documents and has been Mr. Meany's right-hand man.

Mr. Kirkland was on the staff of the AFL-CIO but left in the mid-1950s to become research director and assistant to the president of the International Union of Operating Engineers. Mr. Meany brought him back in 1961 as his executive assistant. Mr. Kirkland is President of the Institute of Collective Bargaining and Group Relations and is a Director of the American Foundation on Automation and Employment.

Mr. Schnitzler was one of the key architects of the AFL and CIO merger in 1955 and will be retired with the title of Secretary-Treasurer Emeritus. His union work began in 1933 with the Bakery and Confectionery Workers International Union of America. He became business agent of his local in 1934 and an international representative in 1937. He rose through the ranks of the union, becoming general representative, second vice-president and financial secretary. In 1946, he was elected general secretary-treasurer and was chosen as president in 1950. Mr. Schnitzler was a member of the AFL team that met with a CIO team to plan the merger of the two groups.



J. L. Kirkland



W. F. Schnitzler

## Drug addicts, lawbreakers termed "handicapped" in U.S.

Persons with a history of drug addiction and law offences are now officially recognized as handicapped and will be served as such in all manpower programs, U.S. Secretary of Labor George P. Shultz has announced. "Applicants in these categories need every possible assistance in their search for employment and in their efforts to make themselves employable," said Secretary Shultz.

The coding system recognizing various handicaps in job-seekers dates back to the 1930s. In 1963, mental retardates were given a separate coding, and in 1966, alcoholics were recognized as handicapped. Federal-state employment services make special efforts to find jobs for handicapped persons, often persuading employers to modify hiring requirements or to adapt the work environment to the capabilities of particular individuals. Physical and mental impairments limit the ability to work of 16 million Americans 17 years of age and over—and this figure doesn't include those handicapped by alcoholism.



André Kloos



## Air Canada strike ends after one month

The 112-aircraft fleet of Air Canada was grounded for a month beginning April 21 in the second strike against the Crown corporation in its 31-year history. The strike by the 6,300 members of the airline unit of the International Association of Machinists and Aerospace Workers ended following resolution of the dispute with the aid of two federal mediators. With Labour Minister Bryce Mackasey attending as an observer, mediators Bernard Wilson and W. P. Kelly met successfully with union and management negotiators in Department of Labour offices at Montreal in a third attempt to settle the dispute.

The talks broke down in April when the union walked out after rejecting a company offer that failed to grant the IAM's demand for wage parity with counterparts employed by airline companies in the United States. The old contract, which was negotiated two years previously after a two-week strike, expired December 31, 1968. Mr. Kelly was appointed to mediate in the current dispute before the walkout occurred, but he was unable to help the two sides reach agreement.

The unions cried "government interference" when Prime Minister Trudeau told the Commons that Air Canada couldn't afford to give the workers wage parity, and called the company offer "an extremely generous one." No wage guidelines had been set for the Air Canada agreement, he said, but as it turned out, the final settlement was in line with other recent settlements concerning workers in federal industries. Any requests for direct government action to end the strike in the public interest were rejected by both the Prime Minister and Labour Minister Mackasey. Mr. Mackasey told reporters that there would be no government legislation to settle the strike, even if it lasted until Christmas, and that he would "absolutely not" intervene personally in the dispute. To meet the increased demands for air transport services upon other airlines, CP Air added five extra transcontinental flights to its normal six. Quebecair and other regional air carriers all reported increased volumes of business.

During the month-long strike, talks between the two sides and with federal mediators broke off twice. The third attempt at resuming the talks proved lucky, however. The final settlement terms, reached on May 17 and ratified by the workers on May 20, awarded the machinists a wage increase of 16 per cent over 26 months, beginning January 1, 1969. In addition to percentage increases

of 9 per cent at the start of the agreement and 7 per cent effective March 1, 1970, it was agreed that a special adjustment of \$5 a month would be applied to the top of each scale beginning on each of these dates. Further, employees covered by the agreement would receive longevity pay of 4 cents an hour after 11 years service. Other fringe benefits included group comprehensive health insurance and medicare, an extra day holiday, and several changes in working conditions. A union spokesman estimated that the wage and fringe benefit package totalled 22.5 per cent.

## Construction wages rise 11.2 per cent

Wage rates in the construction trades in Canada rose by an average of 11.2 per cent between December 1, 1967 and December 1, 1968, compared with a 9.9-per-cent rise during the previous year. These figures include vacation pay assessments, but not employer-paid welfare-benefit payments.

Released in May by the Canadian Construction Association, these statistics were gathered in a regular survey of basic working conditions in 18 main building trades in 32 principal Canadian centres as of December 1, 1968.

Commented CCA President Mark Stein: "I am disturbed by these statistics and by this year's pattern of strikes and wage demands in the construction industry. They have been as high as 54 per cent in one year. Upon assuming the presidency of the CCA earlier this year, I expressed the fear that labour's demands—if they followed the 1968 pattern—would have no bearing whatsoever on productivity, the cost-of-living index, or the ability of the economy to support them. These fears appear to be increasingly justified."

## Bargaining begins for Nova Scotia nurses

Nova Scotia's registered nurses have approved the principle of collective bargaining, and several staff nurses' associations have now been formed for this purpose. The first application for certification was presented to the provincial Labour Board by the Staff Nurses' Association of the Highland View Hospital in Amherst. A hearing was held on May 12, and word was received a week later that the association was certified, excluding the shift supervisors and those above that rank.

## Ontario raises minimum of disability pensions

Increased minimum pensions for workers disabled in occupational accidents have been introduced by the Government of Ontario. Labour Minister Dalton Bales announced in May that, under amendments to the Workmen's Compensation Act, more than 7,400 pensioners are to receive increases effective July 1. The new minimum is \$175 a month for all workers who are permanently and totally disabled. The former minimum was \$100 a month.

The Government claims that the new minimums are the highest in Canada and will cost industry \$1,200,000 annually for 10 years. Pensions for permanent partial disability will be paid proportionately. For example, the minimum for a man with 50-per-cent disability is \$87.50.

Minimum payments for workers who suffer temporary total disability were raised from \$30 to \$40 a week, or as high as actual earnings that are less than \$40 a week at the time of the accident. Most workers getting these pensions will receive larger amounts, because their normal earnings are higher than the minimum. Pensions are calculated on the basis of 75 per cent of earnings up to \$7,000 annually, the maximum pension for permanent or temporary disability being set at \$101 a week.

## Unemployment Insurance Fund — April

During April, 36,582 investigations were completed across Canada. Of these, 30,566 were on-premises investigations, and 3,222 were selective investigations of claims to verify the fulfilment of statutory conditions. The remaining 771 formal investigations and 2,022 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualification numbered 1,639. Prosecutions were begun in 198 cases, one against an employee and 197 against claimants. These do not include employer prosecutions begun by the Revenue Branch, and do not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in April totalled \$44,956,367.93 compared with \$48,749,078.66 in March and \$32,553,586.35 in April 1968. Benefits paid in April totalled \$61,890,539 compared with \$66,440,570.04 in March and \$53,345,217 in April 1968. The balance in the Fund on April 30 was \$357,037,015.17, compared with \$382,638,687.36 on March 31 and \$278,857,651.48 on April 30, 1968.

# MILESTONES

## Appointments

**John Simonds** is the new Director of the International Affairs Department of the Canadian Labour Congress as of June 1. He fills the post formerly held by A. L. Hepworth, who is now the Director of the CLC's Education Department. Simonds was formerly an international representative of the Bakery and Confectionery Worker's Union and was also a regional vice-president of the CLC from 1962 to 1967, when he joined the Congress staff as assistant director of the Organization Department.

**Prof. J. Tait Montague**, head of the Institute of Industrial Relations at the University of British Columbia (L. G. 1962, p. 596), has resigned from his post and will teach at York University in Toronto. Prof. Montague has been at UBC since 1962. Prior to this, he had been a staff member of the Economics and Research Branch of the Canada Department of Labour for 14 years. Dr. Montague received his Bachelor's degree from the University of Western Ontario and his Master's and Doctor's degrees from the University of Toronto. He has written extensively in the industrial relations field.



Donald T. Cochrane

## Co-author of U.S. Act

A co-author of the Taft-Hartley Act, Fred A. Hartley, has died at 67. A former Republican member of the U.S. House of Representatives, Mr. Hartley joined with the late Senator Robert A. Taft in sponsoring the legislation that outlawed the closed shop and gave workers the right not to join a union (L.G. 1947, p. 943).

Mr. Hartley was a Representative for 21 years, but he gave up his seat in 1949 to become a business and legislative consultant, and he undertook a lecture tour to support his controversial bill. Until the birth of the bill over President Harry S. Truman's veto, Mr. Hartley was known only as a "good conservative Republican." But in the 80th Congress, he was named chairman of the House Labor Committee.

Summarizing his contribution, Mr. Hartley said in 1948: "To my mind, the Taft-Hartley Act represents the greatest single contribution made by any political party for the past two decades. It corrects in a single piece of legislation the outstanding mistakes of the New Deal."

## Maritime Conciliator

Donald T. Cochrane, the Canada Department of Labour's Chief Conciliation Officer for the Atlantic Region, has died at the age of 62. Mr. Cochrane became an industrial relations officer for the department in 1953. Before this, he had been a member of the New Brunswick Legislative Assembly from 1944 to 1952. From 1947 to 1952, he was vice-chairman and general manager of the New Brunswick Power Commission.

In his early years, Mr. Cochrane had been a weaver at Canada Cottons, now the Hamilton Cotton Company, Ltd., in Marysville, N.B., and became active in the work of the United Textile Workers of Canada. He had been president of his local. Mr. Cochrane had a lifetime interest in baseball. He coached and managed the Marysville Royals baseball team when it took the New Brunswick senior championship during the 1946-47 season.

## Labour Relations Director

William H. Barnes, Ontario Hydro's Director of Labour Relations, has died, aged 59. He was appointed Director of Industrial Relations in 1957 and the title of the office was changed in 1962.

Mr. Barnes was born and educated in Prescott, Ont. He served with the Canadian Army for five years during World War II. Before joining Ontario Hydro, he was with the Canada Department of Labour as District Supervisor, Canadian Vocational Training, from 1945 to 1948. He joined Ontario Hydro in 1948 and served as personnel officer at Chenaux, Des Joachims, and the Sir Adam Beck Niagara Generating Station No. 2. He was one of Hydro's representatives to the Canadian Manufacturers' Association, the Toronto Construction Association, the Personnel Association of Toronto, the Canadian Electrical Association, and the American Management Association.



Ashley & Crippen

W. H. Barnes



## BOOK REVIEWS

### Industrial Retraining

*Technological Redundancy in a Small Isolated Society*, by Roy E. George; Industrial Relations Centre, McGill University; 176 pages; \$4.00.

In a rapidly changing industrial society, how are men to be retrained in new job skills to replace old ones as they become obsolete? At the core of this question is the problem of keeping men working after there is no longer a demand for their labour, because of technological innovations. The author was commissioned to write a case study of how one committee attempted to minimize the disruptive effects of change through labour-management-government co-operation.

A group of 550 stevedores, who worked in the Canadian National terminal in North Sydney, N.S., and handled freight on its way to Newfoundland, faced unemployment as a result of new handling methods and faster service. Although this number was a drop in the bucket compared to the total unemployment figure for Canada, it represented a major calamity in a town of 8,600 people. To compound the problem, alternate job opportunities in the area were scarce.

The story is told with understanding and humanity in an easily read account of the obstacles encountered, and it contains some of the lighter incidents that arose. The book describes how the various training and retraining programs were conducted. In addition, it includes a

detailed account by Dr. Horace Beach of Dalhousie University of the full-scale counselling program undertaken in conjunction with the project.

*Judicial Review of Decisions of Labour Relations Boards in Canada*, by Jan K. Wanczycki; Queen's Printer, Ottawa; 37 pages; 50 cents.

The labour relations boards in each jurisdiction in Canada are the principal bodies to carry out the policies for well-ordered employer-employee collective bargaining negotiations. The statutes setting them up in each case provide that the board shall have final and exclusive jurisdiction in making its decisions and awards. This is often backed up by privative clauses ousting the power of the ordinary courts to review the decisions by means of prerogative writs and orders. Why, then, do courts ignore the legal provisions, to question — often overruling and quashing — the decisions of the boards?

This booklet is a must for students of administrative, particularly labour, law. It updates much of the material provided in textbooks on the subject, and includes some of the key judicial decisions of recent court reviews of labour board proceedings. It describes the nature of the tribunals, the authority given them by statute, and the grounds on which the courts will review and uphold or set aside board decisions. For each of the grounds of court review, it traces the setting of precedents through common law tradition.

*Handbook of Employer-Employee Relations in Canada*, by A. C. Cryslar; CCH Canadian Limited, Don Mills; 392 pages; \$12.00.

This handy reference work sets out, topic by topic and in concise form, the basic provisions in employer-employee legislation and orders. The two divisions of the book, labour relations and wages, compare by topic all the statutory provisions in both provincial and federal jurisdictions.

*Origin and Evolution of the ILO*, by David A. Morse; Cornell University, Ithaca, New York; 125 pages; \$3.50.

The Director General of the ILO presents here three lectures, first delivered at Cornell, in which he describes the formation and growth of the ILO to become one of the foremost international agencies. In a highly readable and informal account, Mr. Morse deals with the historical development of the ILO from its formation to the early postwar period, its response to the changing needs of the developing nations and the new prosperity of the developed ones, and its present role in the world community. In his account, which is published in concert with the ILO's 50th anniversary, Mr. Morse gives a general survey of the major influences that shaped the ILO, and provides readers with an introduction to a history of international social development projects.

# 50 Years Ago

*In the Labour Gazette,  
August 1919*

*The Dominion Trades and Labour Congress were taking steps to combat the idea of the One Big Union in Western Canada, a family of five could get by nicely on \$1,558, and welfare and profit-sharing schemes were flourishing.*

THE MORE everything changes, the more it is the same." Those who think that there is greater social awareness today than 50 years ago should turn to the August 1919 issue of the LABOUR GAZETTE.

In Amherst, N.S., a joint management-committee was created to give workers at the Robb Engineering Works Ltd., a wider interest in and more responsibility for their working conditions, with a voice in policy matters and a share in the increasing prosperity of the industry. Workers were also offered technical education and training. And in Durham, North Carolina, 11 hosiery mills owned by General Julian S. Carr were trying out an interesting experiment. The mills, employing about 5,000 persons, were to be controlled under the form of a mini-democracy based on the Government of the United States. From among themselves the employees were to constitute a House of Representatives, the managers and department heads were to form a Senate, and the owners would be the Cabinet. All matters of importance to the mills were to be brought before the mill government, and employees were even allowed to make up their own wage scale. The scheme was devised not because there was dissatisfaction among the workers, but because the owners preferred an interlocking organization working harmoniously together.

A profit-sharing scheme was adopted by the New York State shoe manufacturing firm of Endicott, Johnson & Company, with plants employing 12,000 persons. The owners made the following announcement to their employees: "Due to our mutual efforts, our leather and shoe business has grown from \$600,000 to \$75,000,000 annually, with possibilities for future development so great we feel the business would be strengthened and the interests of all better guaranteed under the form of a corporation than a private ownership. Invested capital and management of this business is entitled to a fair return for its risk and efforts. Labour is entitled to fair wages, good working conditions, reasonable hours and fair treatment. Accordingly we announce the following plan: Each year after the 7 per cent dividend has been paid on the preferred stock, and 10 per cent set aside on the common stock, the balance of profits, if any, shall be split 50-50 between the workers and the owners of the common stock. Every worker who has been in the employ of the company throughout the entire year will share and share alike, which means that the highest paid and lowest paid worker, and all between, receive the same amount either in common

stock or cash at the option of the directors. Divisions made once a year. Plan commences as of Jan. 1, 1919. First division as soon as possible after Jan. 1, 1920."

A bill was introduced in the United States Congress for the creation of a bureau of housing and living conditions in the United States Department of Labor. It was proposed to appropriate \$250,000 to investigate the housing and living conditions of the industrial population, conduct research into poverty and the elimination of slums, reduce construction costs, finance the construction of houses, and assist communities during a current housing shortage to make use of existing available housing facilities.

Cost-of-living budgets for a family of five, and for persons without dependants were under the usual scrutiny of the Canada Department of Labour. It was estimated that a man, wife, and three children needed a total annual salary of \$1,558, broken down as follows: food, \$635; clothing, \$271; fuel and light, \$97; rent and shelter, \$255; all other, \$300. For a person without dependants, the annual expenditure was estimated as: food or board, \$312; lodgings, \$180; clothing \$152; all other, \$259. The total is \$903.

The Dominion Trades and Labour Congress was taking steps to combat the movement in Western Canada for the One Big Union. Mr. R. A. Rigg, a former member of the Manitoba legislature and former secretary of the Winnipeg Trades and Labour Council, was appointed official deputy for Western Canada by the president of the Congress. Referring to his appointment, Mr. Rigg said, "My work will consist of general organization, but I will give special attention to the situation developed as a consequence of the propaganda of One Big Union ideas. The policy of the Dominion Trades and Labour Congress is to maintain and re-establish the existing international trades union relations. Every influence of the Congress will be exerted to avoid the disaster which threatened the trades union movement as a consequence of the disruptive tendencies which are involved in O.B.U. propaganda."

One of the articles concerned a mutual benefit society initiated by the Dominion Chain Company of Niagara Falls among its 200-odd employees. For an initial fee of \$1, and 50 cents a month thereafter, members were entitled to from 12 to 52 weeks payments, depending on length of service; a gift of \$25, free medical attendance and nursing for a birth in the family; a death benefit of \$100 for funeral expenses; a life insurance policy of up to \$5,000; insurance against permanent disability for those with 10 years service; annual vacations with full pay and a company-sponsored travel service for the best possible vacation; the services of a graduate nurse in time of illness; and free legal advice for members and their families. The G. W. Robinson Co., Limited, of Hamilton, Ont., too, had just made its 20th annual division of profits among its employees. In addition to the bonus, a victory bond was given to everyone who had been in the company for one year or more.



# Let The Buyer Beware



**S**TRIKES, student uprising, riots in the slums and ghettos. These are the troubled signs of our times. And although there are deep psychological and socio-economic reasons for the general state of malaise, there are those observers who believe that most of our troubles are precipitated by the mass media manipulation that keeps the public clamouring for bigger and faster cars and two- and three-car garages to keep them in, larger and more gadget-equipped houses, and those standards of excellence in face, figure and personality with which so few can identify.

A man who is deeply concerned about the "Big Seller Takeover" is John Fisher, a former public relations and advertising man, who has written a book titled *The Plot To Make You Buy*. Formerly Chief of Marketing with the Salada Corporation, Mr. Fisher is now a free-lance writer and broadcaster who regularly decries the Madison Avenue message that motivates people to hunger after things they neither want nor need. "What makes consumers so utterly stupid?" he asks. Why do marketing and advertising men constantly dupe them, with apparently enthusiastic co-operation? Why do consumers flock to buy specially packaged men's cologne, containing half the quantity at twice the price of an identical feminine product that was a licence to steal in the first place?

"How can we account for the fantastic success of synthetic orange juice . . . masquerading in cunningly designed foil pouches and metal cans, produced at a factory cost of about 3¢ a unit and yielding over 800 per cent profit? And who is responsible for the almost total abdication of cooking skills in North America because our wives cart home high-cost cake mixes, ready-made pastry, frozen cookie dough, instant rice, instant coffee, instant potatoes, quick this and convenient that, while we husbands grumble about the high cost of food?"

These were some of the questions Mr. Fisher asked a gathering of union leaders, students of economics and political science, and Mr. and Mrs. Average Consumer at Algonquin College in Ottawa on May 14. They are difficult and unsettling questions, he said, questions that threaten to upset the uneasy truce that has existed between sellers and buyers since Roman times. "*Caveat emptor* has been handed down through the years as a creed. . . the onus is on the buyer to beware of what he purchases, and in a society that perpetuates the myth of consumer sovereignty, such a creed seems entirely reasonable. But is it? I think not. As an ex-marketing and advertising man, I know the dice are loaded against the consumer in North America, and increasingly throughout the world."

Mr. Fisher lashed out also at the "immorally wasteful



aerosol can that dispenses minute quantities of everything from floor wax to whipped cream, at an unbelievably high unit cost in comparison to 'old fashioned' methods—all the while increasing our critical garbage disposal problems." The *Globe and Mail* recently reported that the steel in the 53 billion-odd cans produced in the United States in 1968 would pave a four-lane highway that could circle the globe three times.

The 20th century, continued Mr. Fisher, has, in the name of economic progress, destroyed the time-honoured balance between buyer and seller. Although few of us would wish to return to the days when choices were limited, fruit and vegetables were strictly seasonal items, quality control difficult, and manufactured goods clumsy, heavy and expensive, it also destroyed something infinitely more subtle—the ability of the seller to impart, objectively, the merits of his wares. According to Mr. Fisher, there is no difference between various makes of automobiles and brands of gasoline, bread, flour, detergents, aspirin, deodorants, toothpaste, cooking oil, and a whole host of other products within the same price and quality range—so the seller must now create a difference in order to bamboozle you, the buyer, into imagined superiority."

Time was, he said, when products were purchased largely for biological survival, so that real need was the motivation to buy. Today, however, the relatively affluent and restless consumer buys for psychological satisfactions.

To capture this new breed of buyer, said Mr. Fisher, today's sellers have an environment subtly created to encourage artificial obsolescence and the emergence of a new order described by John Kenneth Galbraith in his recent book *The New Industrial State*. Some 500 huge multi-national U.S. corporations literally dictate the majority of goods to be produced in North America, conditioning the buyers to accept the result while they expound the myth of "supplying" consumer "wants."

In order to ensure a steady demand for its products, the sellers now rely on government to regulate aggregate supply and demand through fiscal policy. The historic friction between government and business, he said, has all but vanished in reality, and only the myth remains.

"We have created the perfect economic treadmill where the highest form of patriotic endeavour is to buy something—anything . . . the job you save may be your own. Automobile production figures are displayed almost daily in our newspapers like some fever patient's chart, and we are all required

to worship at the new 20th Century God of increased Gross National Product."

The sellers would have us believe, he said, that unless we continue to support their crazy production-consumption-obsolent treadmill, the entire economy will grind inexorably to a halt, throwing millions out of work and touching off a world-wide depression that would make the "dirty thirties" look like a lost weekend.

More important, what is this fabricated culture doing to our society, Mr. Fisher asked. "Many of us feel there is a certain madness abroad in our society these days; a sort of immoral preoccupation with the production and consumption of *things*; a kind of tacit conspiracy between sellers and buyers that, left unchecked, will surely destroy our society from within. The result could well mean that our children will inherit a society fit for habitation by only brainwashed consuming robots, conditioned from birth to respond like Pavlov's dogs to specific advertising stimuli. This wonderful economic machine of ours is in grave danger of becoming an end in itself, caring only for the quantity of our lives and not the quality."

The speaker warned that consumers increasingly rely on the seller to impart knowledge and facts about the products he sells, thereby falling helplessly into the arms of skilled behavioural scientists who probe their subconscious minds in an effort to overcome their objections in advance. This imbalance between buyer and seller is brought about by a formidable investment in time and money and the use of many potent weapons—primarily marketing expertise, advertising, motivational research, sales promotion, packaging and public relations. Consumer brainwashing with both subliminal and irritatingly obvious messages are dangerous enough. As the poet Longfellow put it: "Whom the Gods would destroy they first make mad." But perhaps one of the most deadly weapons in the hands of the sellers is motivational research.

"This is invisible to the buyer, and he is doubly vulnerable because his rationale for not buying has been anticipated in advance, and his seduction made infinitely easier," Mr. Fisher said. "There is little our market research man does not know about us buyers in this age of vanishing privacy. Our incomes are documented, our taxes listed, our credit rating filed, and our purchases recorded. Our buying decisions are human—irrational, emotional and sporadic. We are all creatures of environment, ancestry, and religion. We buy for status, for sentiment, to make us look young, sexy, or to make us feel

---

Former PR executive John Fisher speaks out against the "Big Seller Takeover," which in his opinion is creating a society fit for habitation by brainwashed consuming robots, conditioned from birth to respond like Pavlov's dogs to specific advertising stimuli.

---





Free-lance writer and broadcaster John Fisher, author of "The Plot To Make You Buy."

secure. Motivational research strips us naked before the sellers as they seek to propel us on their economic treadmill."

But not all advertising is perverse, he said. "Kodak, Xerox, IBM, Polaroid, Union Carbide, to name but a few, manage to stay in business with tasteful, intelligent, evocative messages; but unfortunately they are drowned out by the hideous cacophony of the drug, soap, cosmetic, cigarette, beer, and food industries." The economic implications of advertising always concern the defenders of the status quo. "They lecture us with expert sophistry on freedom of choice, the profusion of goods, the stimulus of competition, and other cherished myths of the industrial state. They prove to their own satisfaction that advertising expenditures work out to about 11¢ a person a day. They conveniently ignore the fact that the \$900 million spent in 1968 was absorbed by only the working population of some 8 million, not the whole population of 20 million, and the \$900 million is not pro-rated equally across all the

seller's products. There is a gross imbalance in favour of a high-priced, phoney brand war in the drug, soap, cigarette, cosmetic, and food industries.

"Also ignored is the recurrent problem of inflation as this machinery of persuasion rolls along unhindered. We are currently going through such a period here in Canada, with the Government solemnly attempting to restrict consumption by higher taxes, while the persuaders do their best to undermine that fiscal policy. The whole episode resembles one of the more serious outbursts of arson, with the fire brigade dousing the flames on one side, while on the other, the advertising industry enthusiastically nullifies their efforts with buckets of gasoline!"

The buyer and seller are on a collision course, Mr. Fisher said, but government intervention could help prevent the ultimate collision. The new Consumer Affairs Department must be staffed with skilled people who can match wits with the sellers. It must rigidly enforce a re-written advertising law that will set guidelines for statements that can be made about a variety of products. Some form of limiting legislation, either voluntary or arbitrary, must be sought to prevent the senseless proliferation of competing brands whose function is identical. Legislation must prevent the trading stamp, the cents-off rate, and the other frantic inducements to buy. Television networks should be compelled to place their commercials at the beginning and end of each program; they, and not the advertiser, should be responsible for their own programming, and advertising time should be rigidly controlled.

"A consumer ombudsman must be appointed to seek out and expose those tricky sellers who are reluctant to abide by our new rules, and his department might well mail us all a regular evaluation of products in the market place. And the buyers must educate themselves into making this economic machine of ours their servant, not their master in some vast boondoggle make-work program of obsolescence." We must, said Mr. Fisher, think before we buy, shop carefully, and criticize freely, complain to the seller, even picket his factory and boycott his goods.

"Like the fairy tale of old, our seller looks at his image and cries, 'Mirror, mirror, on the wall, who is the fairest of them all?' And the answer is frequently supplied by us, the buyers, as we uneasily postpone action on industrial pollution, poverty, the misuse of pesticides, traffic deaths, inadequate housing, rotting cities, and waste. Mounted on the economic treadmill, we are terrified in case the cure might prove painful, and our politicians are terrified with us. They know that to get elected they must follow, not lead. We have all been cleverly seduced into rejecting unpleasant truths, and self-control or self-denial are negative thoughts in a consumer society."

Do not look around for a scapegoat, Mr. Fisher said, we are all to blame. There is no single cause and no simple action to right this imbalance between seller and buyer. We cannot turn back the clock, but we can change from this collision course. It is not enough to cry out for government protection alone, as such protection tends to be all-encompassing, and penalizes the good along with the bad. We need to rewrite the ground rules for a better relationship, because in reality, sellers and buyers are one—their ultimate interests indivisible.

# The Deficit Between Needs and Income

THE QUEBEC Government has moved to help the province's poor by the introduction of Bill 26, The Social Aid Act, to meet the real needs of entire families or of individuals whose incomes fall short of the level required to keep them above the hardship line. The Act will also consolidate various social assistance statutes into a single act.

Social aid benefits will now be granted to the entire family, taking into account the "needs and means of all the members of such family; only persons who are not members of a family may receive social aid on an individual basis." The aid will be given "on the basis of the deficit which exists between the needs of, and the income available to, a family or individual." The new Act will make a distinction between ordinary needs and special needs. Ordinary needs are food, clothing, household and personal requirements and other costs relating to housing. All other needs are special needs.

But the Government will meet both types of needs of any family lacking "means of subsistence, namely one whose head is not engaged in regular full-time or part-time employment, or in seasonal employment or does not work in his own behalf." The same criteria will apply to individuals. Aid can also be granted to meet "special needs," even if the head of the family or the individual has a job, whenever aid is needed to prevent these persons from losing their means of subsistence "or from being faced with a situation which endangers the health of such family or individual or threatens to lead it or him to complete destitution."

When the aid is insufficient, the Government could propose a recovery plan that provides for consolidation of debts or for training and rehabilitation measures. In this situation, social aid can also be granted if the persons involved agree to the terms of the plan proposed. The Bill goes on to say that "any person may receive social aid pending payment of a sum which is to accrue to him from the exercise of a right or the winding-up of a business, if such person is otherwise eligible to receive social aid; he will then assume the obligation to repay the amount of the aid to be so granted to him up to the amount of the money or the value of the things which he will receive."

If a person refuses or leaves employment, refuses to avail himself of his rights under other measures, or refuses to take the appropriate training or rehabilitation measures, he may be denied all or part of the benefits. The same will apply if the person does not comply with the regulations or the recovery plan proposed to him.

The Government says that social aid will be granted regardless of race, colour, sex, religion, language, national extraction, social origin, morals or political convictions of the person applying or of the members of his family. There will also be a right of appeal under the new Act. "Every person feeling wronged because he or his family has been refused social aid; because he considers the aid or form of aid granted to be insufficient; because he is dissatisfied with the manner in which the aid has been granted; or because, in his case, the aid was reduced, suspended or discontinued, may apply for a review of the decision rendered and even appeal therefrom after the review to a new body established by the Bill, called the Social Aid Appeal Board."

All applications made before the Bill comes into force under social assistance laws repealed by the Bill automatically become applications for aid under the new Act, but no benefits granted under such repealed acts will be discontinued if the new Act does not provide for the circumstances of the persons involved or if the new Act provides them with benefits less than those which were granted before.





NFB photo

# Shaping The 70s

The 98th Annual General Meeting,  
Canadian Manufacturers'  
Association, Toronto, June 1-3.

**T**HE PRODUCTIVITY gap that exists in many manufacturing sectors between the Canadian factory and its opposite number in the United States is a major challenge facing Canadian industry, J. C. Whitelaw, Executive Vice-President and General Manager of the CMA, told delegates to the 98th Annual General Meeting of the Canadian Manufacturers' Association held in Toronto, June 1-3. Mr. Whitelaw said that increasing competition forces management to fight to hold down costs, and demands innovation, initiative and action rather than reaction, and examination of corporate performance at every level, including management competence.

"We hardly need to be reminded that U.S. industry is the yardstick against which the rest of the world measures its own efficiency." Said Mr. Whitelaw, U.S. performance must be the goal for every Canadian company. Canadians must do their share of innovating and risk-taking and resist the temptation to lean too heavily on the experience of others. "It has been truly said that major innovations are essential to major competitive gains."

The strengthening of Canada's industrial research effort should be one of the first priorities of our national science effort, and as a step in this direction, the CMA should undertake an inquiry into industrial research in Canada, Senator Maurice Lamontagne told delegates. Senator Lamontagne is the Chairman of the Senate's Special Committee on Science Policy.

The present Canadian research and development effort, he said, is not realistic. Canada should leave the major responsibility for scientific research to the big powers, and concentrate on development work—the ideal location for development work being industry. "It is becoming abundantly clear that we in Canada are not in a position to fully use the bounty of science. More particularly, we are suffering from a widening industrial research gap. This is most serious as we are reaching the era of a permanent technological revolution, when industrial change will accelerate, when innovation will become the key factor of growth, and when a good deal of research will be required even to be good imitators, as the Japanese are learning."

The crucial task of promoting research and development, Senator Lamontagne stressed, does not belong mainly to the Government. "It is primarily a responsibility of private management, especially in the manufacturing sector." A study of the industrial research effort should "include a systematic survey of what is going on at present in this sector of our national science effort, analysis of the factors accounting for its weakness, and recommendations to improve the situation." Industrial research, he said, is too important to the future to be controlled by government. "This is primarily a challenge that should be met by private management, individually and collectively."

Business can't limit its responsibility to a strict financial obligation to stockholders. This no longer adequately describes the corporate role, Rodman Rockefeller, President of the New York-based development company, the International Basic Economy Corporation, told delegates to the convention. The ambivalence felt by many businessmen stems from the confusion between an interpretation of the traditional role of the corporation and the current conviction that private enterprise has an obligation to society as well as to the owners. Mr. Rockefeller declared that shareholders of most modern corporations are no longer active capitalists in daily contact with their managements. Instead, they have withdrawn from control to become a form of "silent contingent bond-holders." But, he added, "many businessmen still define their corporate responsibilities in terms that may have had meaning 50 years ago, but that no longer apply."

## The International Corporation

**S**INCE the operations of multi-national firms transcend the national borders, they can make the effects of national economic policies less predictable," and large firms will often be financially strong and relatively free to decide how they will react to government measures in the fiscal and monetary field. These are two factors brought about by the growth of large, multi-national companies, Thorkil Kristensen, Secretary-



General of the Organization for Economic Co-operation and Development, told CMA convention delegates. Within large companies, management is becoming a more dominant factor, he said. This is why "labour-management relations at the enterprise level are of growing importance. Decisions taken by management can have much influence on the whole situation of the worker, and this explains why the system of communication within the enterprise is becoming a subject for discussion."

Although the task of national governments has been made more difficult in this era of structural transformation, "the increasing transfer of technology from one country to another means that new methods of production are becoming available to an ever-increasing number of the nations of the world." The new economy of the world poses many problems, Mr. Kristensen said—problems that will demand more co-ordination of national policies. "This requires close contact and mutual understanding between governments in the international organizations. It also requires similar contacts between government, working people and business in the individual country."

Also speaking on the subject of the international corporation, Lord Pilkington, Chairman of Pilkington Brothers Limited, emphasized that "the first obligation of any company is to the laws of the country in which it is operating; if there is a conflict between the laws of the host country and the base country of the parent, it is the host country's that should prevail." Lord Pilkington then went on to minimize the dangers of the international corporation. "It is not all-powerful. It will not be allowed to become more powerful than the state—whether nation-state or world-state. It has functions and potentialities that should cause governments to welcome it and treat it as an ally. It should not be feared."

When a corporation moves into another country, "We are entitled to count the cost, to know beforehand the prospects and the terms under which governments will have us. But having come, we must always carry out more than our part of the bargain, must always act and always think internationally, must always put in more than we take out, always respect the views of our hosts."

## Progress and Pollution

UNREALISTIC anti-pollution laws could stifle industrial activity and reduce production and employment, Albert P. Gagnebin, President of The International Nickel Company of Canada Limited, warned conference delegates. "The resources of private industry must be fully applied to the search for a solution to environmental management problems," he declared. "A climate of government-industry co-operation must be created so that the commercial sector is not automatically the villain. It would be an egregious error, for instance, for well-intentioned legislators and government officials to overrespond to the challenge of pollution by imposing such narrow, impractical regulations that profitable operation of plants and mines could become an impossibility."

At the same time, Inco's President insisted that management must respond to "the crucial challenge of pollution through the best use of science and technology, which in the long run are our best hope of solving this very real problem. This is an imperative that takes precedence over all else, and that industry owes not only to itself, but to the public it serves."

Mr. Gagnebin went on to say, "We must find ways to reduce pollution, but we should not do so at the expense of tech-

nological progress and our industrial economy. I believe it is correct to say that the individual plant—and yes, even the individual automobile—operates more efficiently and thus emits less smoke and fumes today than 30 years ago; the problem is that there are so many people today, and consequently so many more emitters of smoke and fumes." Air pollution arises from many sources, he pointed out, including, besides industry, "the private citizen who burns leaves in his backyard, who operates his furnace, or drives his automobile, and municipal bus systems and incinerators. Eliminating air pollution is a job for all."

The awareness by all sectors of society—government, educators, thought leaders, businessmen—of the problem of pollution is a "giant step" toward eventual solution of the problem, Mr. Gagnebin said. For examples of industry involvement in safeguarding the environment, Mr. Gagnebin turned to International Nickel where, he said, environmental control is a matter high on the priority list.

He also outlined the four key areas of current company activity: treatment and recirculation procedures for water used in Inco's Sudbury District operations; dispersion of smoke and recovery of sulphur dioxide from the smelter; the stabilization of tailings (waste rock from milling operations); and a program to combat harmful noise at mines and plants.

## The CMA Talks About Job Enrichment



NFB photo

## A Case History

IF YOU want truly to motivate people, then you must do more than merely have good compensation schemes, pleasant working conditions, good communications and imaginative training schemes for supervisors. You must look at the jobs you ask people to do, and build into those jobs more opportunities for achievement and recognition, more challenging



and responsible work, more scope for individual advancement and growth. This is not to say that one can afford to neglect the environment—you know, and I know, that that would be suicidal. But job enrichment is concerned with the task.”

Keith Robertson of the Education and Training Department at Imperial Chemical Industries Ltd., London, England, told CMA convention delegates that his company had heard about this theory and “greeted it with the scepticism that all good men should.” But the more they looked at the company, the more convinced they became that the best way to improve the company was to improve the use of people. So, they decided to look into job enrichment by running a series of controlled studies with no changes made in pay or working conditions.

Here are some of the things they did and the results. “Among changes made on the production side, foremen were given managerial control of their own labour force, being made responsible for the selection, training development and discipline of their men as well as for joint consultation and local union negotiations. They were given complete control of certain budgets and more technical responsibility, both ‘on the spot’ and in various investigatory projects.”

The result? Mr. Robertson said that foremen achieved a 40-per-cent improvement on a manning index reflecting better selection and training. Work stoppages were reduced. Budgetary performance improved. And technical innovations by foremen resulted in an annual saving of more than \$130,000. Design engineers were given a more independent role, and draughtsmen set their own target completion dates and played a more active part “in costing, specifying equipment, initiating indents, assessing tenders and liaising with vendor firms.” The result, Mr. Robertson said, was a 10-per-cent gain in the effectiveness of the design team where the draughtsmen’s jobs were changed.

Junior laboratory staff were encouraged to write the final “research minute” on any project for which they have been responsible, and the minutes were published along with those of the scientists. They were also given time to follow up their own ideas and were authorized to requisition all materials and services on their own signature. This also led to a substantial improvement, Mr. Robertson said. And salesmen were given more responsibility. They could decide how often to make calls, they were given more say in technical service, authorized to settle customer complaints, and given a substantial measure of price discretion. “Salesmen did not go out and give our product away,” Mr. Robertson said. Against a background of several years of static sales, the experimental group achieved and sustained a 20-per-cent improvement in sales with no sacrifice of profitability.

But, Mr. Robertson cautioned, not all the studies were so successful. Those that were most successful were the ones that incorporated the most far-reaching changes. If failure is to be avoided, three don’ts must be observed:

- don’t make too minor or isolated a change;
- don’t be selective in giving new responsibilities; and
- don’t consult subordinates—leave it to them.

Job enrichment is not the total answer, observed Mr. Robertson in his closing remarks. “It does not relieve us of the necessity continually to question both the need and purpose of all work. It is my belief that the realization that jobs must be made satisfying to the individual is but part of a wider and growing realization that economic emancipation is not enough. Our society is beginning to demand that there should be psychological emancipation as well, and those organizations that grasp the implications of this demand, and respond to it—be they industrial enterprises, trade unions, universities or political parties—they are the organizations that are truly going to shape the 1970s.”

## Management’s Challenge

**S**PEAKING on the subject of job enrichment and responsible unionism, R. P. Riggin, Vice-President, Corporate Relations for Noranda Mines Limited, said that “it is management’s challenge to create a healthy climate in the workplace so that the work of each employee can be more career-orientated rather than job-orientated and, hence, much more relevant and meaningful for him as an individual.”

Mr. Riggin went on to say that “Few union leaders acknowledge or will admit that some of their own problems stem from the fact that many employees—their union members—consider work as a drudge and a drag. This should not be surprising; union leaders are convinced that collective bargaining is the complete and total answer. Of course, collective bargaining was not designed with the purpose in mind that the individual’s attitude to his work was important or that this attitude or lack of it would have such an apparent impact on our labour relations. If anything, bargaining, as presently practised, probably does much to hinder development of healthy job attitudes.”

What can we do to promote more responsible unionism? Mr. Riggin said that laws must be adjusted to create an equitable balance of power in labour relations. But this alone won’t solve the problem. “A change in employee attitudes would force a change in union attitudes, and I am convinced that a conversion to more responsibility would be the result.”

## The CMA Talks About Safety

### The Costs

**O**NE BILLION dollars a year! That’s the total of direct and indirect accident costs in Canada. “The total annual invoice for compensation and medical aid in Canada is estimated at \$250,000,000, and this is only part of the real cost,” says G. F. Plummer, Chairman, Dunlop Canada Ltd. Whenever an accident occurs, many other people are involved, he told delegates.

“Some stop work and do not work as well for the rest of the day; some are involved in getting the patient to the doctor or hospital; some are involved in investigating the cause of the injury and reporting it to the Workmen’s Compensation Board; some must get a replacement worker; some materials or products may be damaged.

“The late H. W. Heinrich of the Travelers’ Insurance Company estimated that, on the average, for all kinds of industry, these indirect costs were four times the direct costs for compensation and medical aid. This ratio of indirect to direct costs has been widely accepted. In many individual studies in Canada much higher ratios have been found,” Mr. Plummer said.

He went on to say that most managers in Canada don’t know their accident costs. They think of workmen’s compensation as “big daddy,” and they believe that the assessment is some kind of inevitable and unavoidable direct tax. But nothing could be further from the truth. Mr. Plummer warned management that it must accept “full responsibility for all working conditions. It must apply a good deal of its attention to safe working conditions, proportionate to every other





NFB photo

undertaking of vital importance. It has a responsibility for providing safe plant and equipment, because that is efficient plant; for planning and arranging processes with an eye to safety; for maintaining an inspection system to reveal hazards; and for training, educating and stimulating its employees to follow safe work methods — for this, too, is efficiency. It has a responsibility to investigate every accident to determine its cause and prevent its recurrence. Safety is not the responsibility of line management to the safety officer; it is the responsibility of line management to top management.”

One way to combat accidents, Mr. Plummer suggested, is by establishing how much accidents cost in cents for each man-hour worked. “This you will likely find to be between one and five cents,” he said. Next, establish a target cost and hold supervisors responsible for performance. If a supervisor exceeds his injury cost budget, the matter must be handled as precisely as if he had exceeded any other budget item. “Experience has shown that if managers know they will be held accountable, they will work as diligently to control their injury costs as they do to keep down other production costs.”

## A Case History

WE CAN save money by spending money on accident prevention,” claims Taylor Kennedy, President of the Canada Cement Co. Ltd. Mr. Kennedy told CMA convention delegates that his company paid \$100,000 last year to the various provincial compensation boards for workmen’s compensation assessments. “\$24,000 represents one cent a share to my shareholders. If by good accident prevention experience we can drop our compensation by 25 per cent or \$25,000, this

means one cent a share more for profits.” Mr. Kennedy said he was convinced that this amount could be saved in direct costs alone, and four times this amount in indirect costs.

Describing his company’s safety program, Mr. Kennedy said that safety work gives management a good chance to communicate with every employee on other topics as well. “By systematic follow-up we can know that our supervisors and foremen — middle management — are also communicating with the men and improving themselves in management abilities by teaching their people safe working practices.”

In the Canada Cement Company, accident prevention work has always been a responsibility of the chief executive officer. The vice-president for manufacturing at the head office and the safety supervisor of the company make sure that the policies are carried out, but “the safety supervisor has a direct line to the president on any occasion when he feels that not sufficient attention is being given to accident prevention work.”

Mr. Kennedy said that at his plants, there is a meeting at least once a month of all supervisory personnel, where minutes are kept and suggestions for better accident prevention procedures are recorded. The supervisors in turn hold meetings with their men. “The date and place of each safety discussion or instruction with each man is recorded by the foremen and in turn reported back to plant management, so that a written record is available of when everyone in the organization was last talked to or instructed in safety work, or when a suggestion or criticism of the company’s method is commented on in order to try and improve safety work.”

Besides having first-aid rooms staffed with qualified attendants, Mr. Kennedy said that regular medical examinations are carried out at company expense on company time, and pre-employment medical examinations are mandatory. “When an accident does occur, a thorough investigation of all conditions leading to the accident must be carried out.” A monthly accident news letter publicizes the accident prevention records of each of the company’s components, and staff attendance at safety conferences is “encouraged and indeed insisted upon.” Canada Cement also has a first-aid training program and in-company competitions. But, added Mr. Kennedy, “the motivation of any kind of safety program in any industrial plant can only be by the chief executive officer.”

## Total Loss Control

LOSSES from accidents are “only part of the controllable losses that we in management have been allowing to occur because we have not realized how significant they are and how they actually lead to a generally poor atmosphere that is conducive to injury-producing situations,” says W. S. Wyman, Vice-President of Union Carbide Canada Ltd.

Mr. Wyman told delegates that total loss control is a concept that emphasizes the need to control all costs arising “from incidents that downgrade the total business system. These incidents include injuries, business interruptions, fire, industrial hygiene, public liability, air and water pollution, and security.” Few companies have progressed to the concept of total loss control, he said. The main reason is that “they have failed to realize that causes of business interruption, for example, are the same as those that cause personal injuries.”

The speaker went on to mention some accidents at Union Carbide that did not cause injury to persons but caused costly interruptions. “We had a steel cable part in mid-air and drop a 6,500-pound electrode. A fork-lift truck struck an overhead power line, causing shutdown of equipment. An outside contractor dumped waste into a watercourse, thereby involving



the company in possible legal entanglement and lightning shut down a plant for two days." The company is also concerned with off-the-job accidents. In 1968, three times as many days were lost from work because of off-the-job disabling injuries as were lost from on-the-job disabling injuries. "If you can get your employees to be sufficiently safety conscious to avoid off-the-job accidents, you will save your company money too."

Mr. Wyman said that the objective of a total loss control program "is to motivate all levels of employees to the positive action required to preclude any incident which could adversely affect any part of the organization." Sound risk management, he said, must include:

- the identification of all possible loss-producing situations;
- measurement of losses associated with these risks;
- selection methods to minimize losses, plus implementation of these methods; and
- a continuing audit of performance.

"If major improvement in injury reduction is to be effected, major shifts in policy and responsibility are required. Blame orientation must give way to the more positive approach of searching out causes and providing controls. Causes must be tied to functional responsibilities. Safety must be integrated with quality and quantity." But Mr. Wyman emphasized that "freedom from either accident or losses in any organization is directly proportionate to the desire of the top executive and his management team to excel, and to their impatience with mediocrity."

## The CMA Talks About Railroads



CN photo

### A Case History

**C**ANADIAN Pacific has paid out nearly \$100,000,000 in the past 11 years to firemen who are considered unnecessary, S. M. Gossage, Vice-President of the Canadian Pacific Railway Company, told CMA convention delegates.

Mr. Gossage declared that, in the history of this dispute, "you see the resistance of the union to change. This resistance continued unabated after all economic interests of the employees had been protected, because the interest of the union as such was involved. The struggle became one of the firemen's union for its own existence, independent of the interests of the employees. The history also shows the tremendous economic cost of reliance on full attrition for employee protection with no arrangement to transfer employees to other available productive work."

In 1956, Canadian Pacific served notice on its firemen of its desire to eliminate firemen from the operation of diesel locomotives in freight and yard service (L.G. 1957, p. 159). The subsequent dispute led to a strike and the appointment of a royal commission (L.G. 1958, p. 256). The commission found that firemen were not needed in freight and yard service, but the union refused to accept this finding, and again called a strike against its implementation. Mr. Gossage said that the strike proved abortive, "but the final settlement, providing for the operation of diesel locomotives in freight and yard service without firemen, protected the jobs of all firemen as such who had entered the service prior to April 1, 1956."

He then went on to discuss the recommendations of the Freedman Report (L.G. 1966, p. 4). Mr. Gossage said that the recommendations "could only impede seriously the process of industrial change, to the disadvantage of the whole economy." Mr. Freedman, he said, found that the railway could make a unilateral change "but then made recommendations which would effectively abrogate that right." After his years of experience in bargaining in the railway industry, Mr. Gossage has concluded that "change requiring the assent of the union is achieved only at a price and after long delay. Where change must be bargained for in all the pressures and confusions of major wage negotiations, it will often be lost in the final shuffle of last-minute settlement under a deadline."

Mr. Gossage cited recent agreements in the railway industry to protect workers against the impact of industrial change. Some of these agreements provide for a job security fund, severance pay, supplementary unemployment insurance benefits, and allowances for moving and reallocation. The most recent agreement (L.G., March, p. 144) "provides the means for assisting employees to adapt to change without restricting the right of management to institute change."

Management is responsible for the institution and organization of change, Mr. Gossage said. "We in the railways have shown that a satisfactory arrangement can be negotiated to create equitable patterns for alleviating the effects of change on the individual. I hope that industry will not delay tackling this problem until they are faced with less suitable legislative action from government."

### Arbitration

**ARBITRATION** as a final step in the resolution of labour disputes in the railroad industry in the United States is unquestionably and urgently needed," John Hiltz, Chairman of the U.S. National Railway Labor Conference, told delegates to the CMA annual convention. Mr. Hiltz said that a change of thinking about how labour-management disputes should be resolved is taking place in the U.S.

Mr. Hiltz observed that "the imbalance of power in favour of the unions is so overwhelming that if a union so elects, the process of collective bargaining can be turned into a ritualistic ceremony of duress and coercion that will finally culminate in management's capitulating completely to outrageous union



demands, or will result in a governmentally imposed settlement on an *ad hoc* basis that will be designed so as not to antagonize the union vote against those who impose it."

Mr. Hiltz went on to outline what he believes is the unique situation of U.S. railroads. The railroad industry, he said, is not profitable, showing only a 2.44-per-cent return on investment in 1968. "There are few, if any, major railroads that can stand the economic drain of a strike. Conversely, the railroad unions have strong treasuries and have access to those of other unions within and without the industry." The products or service provided by the railroads ought to be produced when the customer wants it, Mr. Hiltz said. And in this, the railroads face strong competition from other forms of transportation, and diversions of traffic often take place. "It has been the distressing experience of many a railroad that a sizeable percentage of this diverted traffic remains permanently diverted."

Another reason for the unique situation of the railroads is that "the strikers and those who refuse to cross the strikers' picket lines are paid substantial amounts of unemployment insurance from a fund that is financed solely and entirely by contributions from the railroads themselves," plus strike benefits from the unions. All of these factors, Mr. Hiltz said,

give the unions an almost insurmountable advantage, but government intervention has made labour-management disputes more evenly matched. "This was because the unions, in the past, always handled major matters on a national basis."

But the unions have been acting against "one carrier or at most a limited number of carriers at any one time." This prevented intervention by government, as "no section of the United States was being sufficiently deprived of transportation to warrant action on their part under the Railway Labor Act."

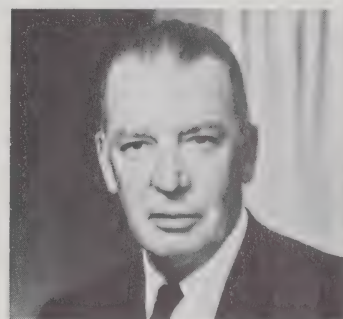
This tactic might not be able to succeed, Mr. Hiltz said, if the railroads were able to lock out the unions "in order to preserve the posture of national handling with regard to these issues that affect the entire industry." But this union tactic, he said, is making the collective bargaining process meaningless. "It cannot be a meaningful procedure unless it has a much needed supplement — the requirement that binding arbitration will automatically come into play when collective bargaining fails."

Binding arbitration, Mr. Hiltz said, should be provided on a continuing basis in the form of a labour court staffed by judges. And he concluded by saying that although he had been speaking about the U.S. railroads, his remarks will "apply or will soon apply to the major portion of our economic society in the United States and elsewhere."



John O'Dea

## The President's Address



L. F. Wills

If management and labour want to prevent government intervention in collective bargaining, they must stop the trend toward inflationary wage settlements so that the "public does not become the whipping boy." This was the warning left with the CMA by its retiring President, John O'Dea.

"Organized labour has far too often won settlements unjustified in productivity terms, and it hasn't bothered the unions that much of the gain is illusory and negated by the higher prices their members have had to pay along with everybody else." Mr. O'Dea observed that if things go on as they have been, it will be only a matter of time before "irresistible pressure is put on government to take drastic action to stop the upward spiral whether labour and management like it or not."

Canada's younger generation, he said, poses a special challenge for business. "We must recognize that most of our students, who cannot conceivably be branded as agitators, are motivated by a natural desire to influence their environment and share in the creation of a just society. To many students living in these uneasy times, the future remains unassured. They can only know that

they will have a major part in it and that they want to be responsible." Mr. O'Dea urged that members of the CMA hire as many students as possible this summer, if only for a few weeks. "The record shows that they generally prove a real corporate asset; they certainly gain invaluable practical experience of industry at a crucial age—and, who knows, one of them might well become a future president of your company."

Speaking of the social responsibility of business, Mr. O'Dea said, "we must not be content to leave the solution of serious social and community problems to governments alone. There is a major function for industry and business in such matters as air and water quality control, urban renewal and civic beautification, and in the solution of such problems as juvenile delinquency, transportation bottlenecks and the like. Earning a profit, however, remains the first social responsibility of any business. Unless it does that, it can do precious little else."

L. F. Wills, President of Honeywell Controls Ltd., Scarborough, Ont., was elected president for the ensuing year at the closing session.





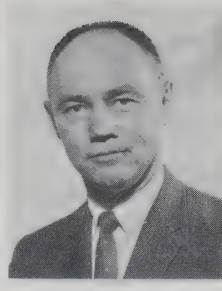
Sloan



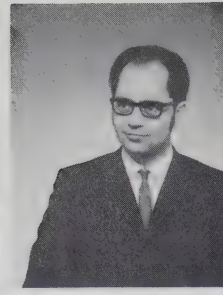
Dufour



Daignault



Erb



Bernier



Lahaise

## Laval's 24th Industrial Relations Conference

# The Role of Information Services

**Information services in industrial relations play an important part nowadays. They affect a large number of sectors, take on multiple aspects and bring powerful and varied means into play. Information in addition affects research and statistics, propaganda and publicity, business secrets and every facet of confidential information.**

**I**NFORMATION INVOLVES employers, unions, governments and all support media. It also affects our freedom. It is therefore necessary to explore its nature, its aims, its forms and its limitations in accordance with what the public expects and requires of it.

In order to examine the part to be played in information services by the three main partners, the 24th annual conference of the Industrial Relations Department of Laval University drew 250 delegates to Quebec City last April. The theme of the conference was "the public and information in labour relations," and the delegates considered the difficulties they will meet and the limits they will face in information services.

The necessity for information today has become a "pressing need, like food and lodging, and if it is not met, it becomes more explosive than poverty," said Mrs. Pierrette Sartin, a professor with the Industrial Relations Department of Laval University. She pointed out the dangers and limits inherent in this sector in a

society moving toward participation, consultation and even permanent disputes.

One of the fundamental rights of man is that of being informed. In Mrs. Sartin's opinion, "insufficient or dishonest information opens the door to attitudes motivated by passion, and favours every irrational behaviour." The government "may dread seeing the decisions it may be called upon to take being distorted, opposed or thwarted if such decisions are known in advance." But is it not because the public is not well enough informed that it magnifies the consequences of the decisions taken? she asked. Mrs. Sartin called upon the government to take a greater interest in the dissemination of information and to hire "information experts specialized in statistics, forward planning or economics, and capable of informing both government and outside groups."

Management, labour and the general public should not be deprived of information to which they are entitled. If this information is not given, especially in the field of industrial relations, free rein is given to rumours that could only be dangerous. "Industrial relations always need to be dedramatized and this can be done only through good information."

Mrs. Sartin attributed the shortcomings of present information services to those who hold economic information but are reluctant to pass it on to newsmen. On the other hand, she pointed out, often these people lack the specialized training needed to provide good information or to serve as media relations experts.

Information coming from business sources varies according to the circumstances. If they are good, it is almost impossible to obtain information. On the other hand, should the business encounter some difficulties, it opens wide the doors to information.

Mrs. Sartin concluded her remarks with the observation that

what must prevail is "the will to inform the public honestly"—and she added that information was the beginning and end of man's quest for truth.

Prof. Thomas Sloan, Director of the School of Journalism and Information at Laval University, described to the delegates the "servitudes and difficulties of information." In his opinion, the difficulties of information are inseparable from the very process of communication considered both as technical means and as human relations. Under the technical aspect, the slowness of the written press may distort the meaning of a piece of news, but electronic speed may also cause interpretation problems. Each means has its own strengths and weaknesses.

Prof. Sloan added that, on the aspect of human relations, the difficulties are numerous and varied. Political difficulties arise from ever-present personal interests and ideological positions. To recognize their existence is already a beginning of defence. Although absolute objectivity is impossible, there are degrees, and one must strive toward this objectivity. Economic problems result from the need for proper allocation of resources. Important matters often give way to things that are more likely to arouse public interest. To the extent that the piece of news is a commercial article, economic difficulties are great.

The era of the traditional non-specialized journalist is over. There is now a need for specialists in various fields, especially in economics and, obviously, in industrial relations. The training of the journalist is a critical problem, but the "new style" journalist is being created. The problem of sources depends somewhat on that of the quality of journalists. Mutual respect between the journalist and his source of news is required.

In industrial relations, said Prof. Sloan, the gathering of information is particularly difficult, because of strategy problems and the lack of public interest in the bargaining process as such. The existence of more than one public complicates the task of the information agent, but it also gives him the opportunity to improve the quality of his work. The progress in the analysis of news intended for a minority but informed public is a result of the new recognition of the pluralism of society.

The problem of objectivity is doubly complex. First of all, information agents are human beings, therefore subjective; then, information consumers are also human beings, with their own self-censoring and distorting faculties. We are surrounded by relativity, but we can still talk about certain aims. The most important one is perhaps the reinforcement of human solidarity through mutual understanding. Good information defantacizes; bad information, on the other hand, destroys judgment and strengthens prejudices. One thing is clear: information is never neutral. Good judgment toward it is thus a crucial thing for humanity.

"If a strike is beginning, we see no objection to the firm's giving the public its version of the problems that brought about the dispute. The danger, however, is that it is not always prepared emotionally to do so, and that the management statements may then take on the same disagreeable tangents as those usually

reproached in union declarations." This is the opinion of Ghislain Dufour, labour relations officer of the Conseil du Patronat du Québec.

"We must avoid endless controversies that lead to arguing back and forth in the newspapers or in public places over issues that in any event must eventually be settled at the bargaining table," he said. "Moreover, it is easy to realize that, in this war of nerves, problems that appear to be minor at the time that negotiations are broken off can rapidly take on the aspect of being insurmountable. Such, for instance, is the case of personal attacks. They are the most difficult ones to forget, and even the economic provisions of the collective agreement will not dispel them. One would be a poor judge of men to believe that the traditional handshake at the signing of the agreement will have erased everything.

"To palliate these difficulties, the company must refrain from replying publicly to personal attacks or accusations made in bad faith. It must concentrate on the very objects of the dispute, either to justify the merits of its own positions, or to correct any false data. It must stick to precise facts, comparisons, percentages, unless it is obliged to deal with questions of security, the company's future or damage to property, in which case it is difficult to proceed by comparisons."

As for the machinery through which this information will be passed on to the public, Mr. Dufour preferred paid ads, but did not reject the written news release so long as it is reproduced in its entirety.

Mass information belongs to the private sector, said Richard Daignault, Director of Information Services, Confederation of National Trade Unions. The information market is exploited by business firms much as any other market. Each person, each group that publishes is free to express his agreement or disagreement with the events and opinions, and this is what constitutes, in the classical tradition, freedom of thought.

Classical industrial relations are carried out privately. The public does not know that 80 per cent or more of negotiations in private business go on without incident, without information being communicated to the public, save perhaps to announce—and at local level only—that a collective agreement has been signed. Besides, newspapers care very little about private relations between unions and companies, save in case of disorder or dramatic incidents. The union is generally less hesitant about putting forward its arguments in public. Union information remains, in all disputes, a particular approach of a particular group, and somehow constitutes a public argument for the opinion it is defending. The union will frequently offer for scrutiny the research findings that led it to take one position rather than other. When a dispute is thus out in the open, the force of public opinion will either strengthen or weaken the union position. Those responsible for the information campaign in such cases will, of course, be unable to measure its failure or success until the final results of bargaining are known.

As in the case of disputes in private business, mass communi-



cations media burst into action when a dispute in the public service threatens. Information provided in these disputes is more complete because the unions must attempt not only to give a complete account of their own positions, but also to criticize those aspects of the official government position with which the unions do not agree.

Public interest is the interest of private groups who have the support of the majority of the population, Mr. Daignault said. Public interest is well protected in a democracy if the individual groups forming it express themselves freely and if the legislation imposed by the majority is followed. This does not mean, however, that the legislation cannot be challenged, criticized or re-examined. After all, unions—particularly during a dispute—are intent upon getting their views across to the public.

As an employer, government is required to overcome numerous difficulties in the field of communications, as is private enterprise, said B. M. Erb, Director of Communications Division, Treasury Board Secretariat. The government as employer must know the reactions of the public, who, in the final analysis, will be called upon to pay the wage increases resulting from its collective agreements. It is therefore essential that the population be well informed about the position of the Government during negotiations because of the costs it will eventually have to pay.

In Mr. Erb's opinion, the government must therefore never balk at its obligations, and neither can it ignore its dual role as employer and Government. Therein lies the complexity of communicating easily with Public Service employees during collective bargaining. At such times, unions often assume an aggressive attitude concerning information media, whereas the attitude of management is mainly a defensive one. The Government asserts that it is neither logical nor reasonable for such positions to be adopted—and here government must define its role as clearly for the taxpayer as the unions have defined theirs.

What the public is entitled to know, Mr. Erb added, will always be a controversial issue, but restrictions on this right to know must be limited to those sectors that would paralyze the action of the employer in negotiations, or to those whose access to the public would give the union an unfair advantage. There is one factor in every labour dispute involving the public sector that affects the public more directly and more specifically than do the disputes in the private sector—maintenance of essential public services.

Mr. Erb added that, during a crisis, the professionals in the field of communications are so busy facing the problems that they have little time to spare for developing plans for the future. Long-term plans and policies that require a good communications program must therefore be organized in advance so that, even in difficult times, there will already exist the means for guaranteeing the right of the public to be informed.

Jean Bernier, Assistant Professor, Department of Industrial Relations, Laval University, attempted to show the need for

and importance of government information in industrial relations, and to determine the particular role of government in this area. If it intends to adopt policies that make a positive contribution to the harmonious development of industrial relations, is it not government's first duty to seek information? And if the government is duty-bound to seek information, it is also duty-bound to disseminate information.

Government information proper comes under two main types, stated Mr. Bernier: administrative and documentary. Administrative information is that by which the government makes known to the citizens its policies, its legislative or statutory decisions and its services. Documentary information includes two types of documents: first, those containing statistical data; and second, those that are of an analytical nature, such as reports submitted by inquiry commissions, and study committees, or the recommendations made by advisory bodies. Such data are essential to other agencies in the economic and social fields.

In Prof. Bernier's opinion, a distinction must be made between partisan political information, whose aim is to convince, and government information, whose aim is to inform. Hence, if the public is entitled to demand generous, objective and complete information, then the government must be equipped to collect this information. It is the duty of government industrial relations research divisions to collect such data.

Speaking of the role of the written word in industrial relations, Vincent Prince, an editorial writer for *Le Devoir* said:

"The press may possibly have its weaknesses where labour information is concerned but, in spite of this, it has not proved that it serves labour class interests less well than would a press controlled by unions."

Mr. Prince said he did not believe that a specifically labour press would be profitable to wage earners; but he thought that before anyone tried such an experiment, he would be wise to examine the question thoroughly. He suggested that it would be more realistic to think about improving our newspapers and learning to use them more effectively. For example, he advised management to place more confidence in the press, and he advised unions to use it for informing the public rather than for indoctrinating members. As for the newspapers themselves, he said, they should endeavour to draw the best possible journalists toward labour news: "Facilitate their work to the maximum, and induce them to remain at it for some time."

Radio and television have experienced a tremendous boom these past few years, and "because of their omnipresent character, their power of suggestion, their relatively high degree of accessibility, and their narrow and familiar insertion within modern life, radio and television form one of the main factors of mass culture," said Georges Lahaise, Supervisor of Public Affairs Programming, Radio-Canada. He added that "if television can attract a vast public, it is — we must remember — because our era is witnessing greater leisure time."

# ILO Report: Chemical Industries Committee Meeting

A DISCUSSION of labour and social problems of chemical industries, one of the world's fastest growing industries, drew government, employer and worker representatives from 24 countries including Canada to Geneva in May under the auspices of the International Labour Organization. The ILO's Chemical Industries Committee discussed the effects of advanced technology on employment and working conditions and the training and retraining of workers, technicians and engineers.

A survey by the ILO reveals that the chemical industry is expanding more than twice as fast as the economy in general in western and eastern Europe, the United States and Japan. The industry has shown substantial growth in a number of countries of Latin America, the Middle East and Asia as well. The ILO found that the labour force employed in the chemical industry has remained stable in the past few years, although administrative, clerical and technical staff has increased in comparison with production workers.

The committee recommended:

- integration of manual and non-manual workers should lead progressively to a monthly wage system for everyone;
- management should inform and consult workers' representatives concerning the labour effects of planned changes at the earliest possible stage; and
- where workers have to move to obtain another job, they should be assisted with their removal and reinstallation expenses, as well as being provided with an income during the transition period.

Advanced techniques play an essential role in the expansion of the chemical industry. Workers, industry and the community at large should profit from this continued growth, the committee noted. Chemical production is becoming increasingly dependent on the use of invested capital, and the proportion of actual labour cost per unit of output is decreasing. Advanced techniques are progressively diminishing the traditional demarcations among groups of skilled manual workers on the one hand and between manual and non-manual workers on the other.

The application of automatic controls and the use of computers is simplifying the production process. Nevertheless, workers are facing increased demands on their powers of concentration, their ability to accept responsibility and their knowledge and understanding.

## The Canadian Delegation

Head of delegation and Government delegate: C. E. Poirier, Chief Conciliation Officer, Quebec Region, Canada Department of Labour. Government delegate: John Melville, Assistant Deputy Minister, Department of Labour, British Columbia. Employer delegates: F. C. Brunet, Industrial Relations Manager, Canadian Industries Ltd.; and C. C. Young, Manager, Employee Relations Department, DuPont of Canada Ltd. Worker delegates: Cornelius Reimer, Director, District 9, Oil, Chemical and Atomic Workers' International Union; and Thomas Sloan, Canadian Vice-President and Director of Organization, International Chemical Workers' Union.



Photo by Murray MacGowan

Donald MacDonald, President of the Canadian Labour Congress, is one of 12 representatives of labour and management to receive a special portfolio from Postmaster General Eric Kierans during a presentation ceremony for a stamp issued by the Canadian Post Office to commemorate the 50th anniversary of the International Labour Organization. Labour Minister Bryce Mackasey looks on. A reproduction of the stamp was featured on the cover of the May issue of the *Labour Gazette*.





# Canada's Disadvantaged:



George McCurdy

This article is an abridgment of a talk given by George McCurdy, Human Rights Administrator, Fair Employment Practices Branch, Canada Department of Labour, at a testimonial dinner for Robert Carlin, staff representative of the United Steelworkers of America, Local 6500, Sudbury. Mr. Carlin was being honoured for his more than 53 years of service to the labour movement.

# *Is Labour Doing Enough to Help?*

**W**E HAVE said to the Canadian: "Learn, and your skills will take you further than you ever imagined in your wildest dreams. There is no ceiling for you. This is the land of opportunity." Historically we have peopled our plants, factories and burgeoning industries and business with immigrants from other lands, and that infusion of manpower has been good for Canada. But when are we going to apply the same principle to the Indian, Eskimo, Negro and other minorities? When are we going to tap the vast manpower pools to be found in the population of Canada's most alienated citizens? When are we going to bring Canada's most alienated citizens into the economic mainstream?

Access to equal opportunity can never be taken for granted by Canadian minorities when it is clear that negative racial attitudes have become institutionalized and entrenched in many country clubs, business clubs, and fraternal and community organizations. Minority people worry. They question whether an employer or any other responsible citizen can support a "lily-white" policy in a club or community organization, and be depended upon to dictate a fair employment policy in business or industry, or a fair policy in the rental of apartment space and the sale of homes.

Canadian human rights legislation has served well to bring about the structural assimilation of socially and economically disadvantaged Canadians, to modify behaviour, and to control negative racial attitudes in this country. It does not, however, articulate on the more profound level of human rights—the level which reaches beyond the strict legal protection of rights. It moves to the level where Canadian people will become involved in affirmative action programs by providing the resources that would enable Indians, Eskimos, Negroes and other minorities to turn freedom into an equal life and full participation in Canadian society.

Prof. K. Lysyk, of the University of British Columbia Law Faculty, made some strong, relevant points in his presentation to the Ottawa Human Rights Conference (L. G., Feb., p. 66). He said: "There is mounting evidence, especially in the fields of education and employment, that the gap between Indians of low social and economic status and the rest of society will not be bridged merely by removing legal obstacles to equality of treatment. Preferential treatment may be required." And in the words of Dr. Martin Luther King, "There is nothing wrong with a traffic law which says you have to stop for a red light. But when a fire is raging, the fire truck goes right through that red light. Or if a man is bleeding to death, the ambulance goes through those red lights at top speed. There is a fire raging now for the Negroes and the poor of this society. They are living in tragic conditions because of the terrible economic injustices that keep them locked in as an 'under-class.' They need brigades of ambulance drivers who will have to ignore the red lights of the present system until the emergency is solved."

It is not necessary to present reams of statistics to show that there are too many alienated citizens without a stake in Canadian society. Look around you. Take a good look. You won't like what you see. It has been correctly said that the "greatest danger to any civilized society is the man who has no

stake in it and nothing to lose by rejecting all that society stands for."

Canadian labour is not insensitive to this great universal struggle for human dignity and equal rights, obviously, because it is not unlike labour's early struggles for recognition, for social justice, for fundamental freedoms. Labour has historically been a natural ally in the struggle for equality, but it might well be said that labour has not done enough, because it has the capacity to do more. Labour and management have great enough power in the socio-economic area to make a place for all men as equals. But a job-finding campaign isn't the cure-all; the paramount struggle is for human dignity—the right to live as human beings in society. But one has taken a giant step in that direction when a man has earning power and purchasing power and can maintain his family in good health and decency.

The Department of Indian Affairs and Northern Development, the largest employer in the North, recently announced its intention to fill 75 per cent of its jobs with the indigenous people of the North by 1977. In Halifax, in 1968 the Department of Manpower and Immigration hired 10 non-professional black people to work on what is known as "The Gottingen Project." These people conducted a survey of the Halifax black community and determined that 1,200 jobs were needed. Many members of the community were hard-core unemployed and unemployable. The survey people prevailed upon labour and management to use their resources in a massive effort to help people who had lived in hopelessness and despair for generations in the black community there. In less than one year they found 1,000 jobs. In Saskatchewan there is a task force of representatives from labour, management and education working with appreciable success to recruit, upgrade and find employment for Indians in that province. Students at Burnhamthorpe High School in Toronto have donated \$9,600 for an Indian-Eskimo library. And church groups, community organizations and individuals all across the country are referring to human rights agencies those cases in which they believe people have been discriminated against. They are also assisting complainants to file complaints of discrimination.

International Year for Human Rights, 1968, provided a long overdue opportunity for Canadians, particularly those with power to make social change, to take stock of the progress made in developing respect for human rights, to consider whether our great society is a sufficiently just society for all Canadian people. While celebrating the 20th anniversary of the Universal Declaration of Human Rights, Canadians focussed essential attention on the following:

- the Charter of Human Rights and the Canadian Constitution;
- the ombudsman;
- family and children's rights;
- women's rights;
- cultural and language rights;
- rights to education;
- labour and economic rights;
- social welfare and human rights; and
- Indian rights.



## Ontario Extends Rights Code

The scope of the Ontario Human Rights Code has been extended, and fines for violations have been increased in amendments introduced in the Ontario Legislature on May 6 by Dalton Bales, Minister of Labour. In the past, exclusively religious, philanthropic, educational, fraternal or social organizations not operated for private profit were exempted from sections of the Code prohibiting discrimination in employment. This exemption in future will be allowed only when a factor such as religion constitutes a reasonable occupational qualification.

The second amendment to the Code provides specific protection against reprisal for any person who exercises his rights under the Code, and for any person who testifies in a proceeding under the Code. Fines for violations of the Code have been increased from \$100 to \$500 for an individual who contravenes the legislation, and from \$500 to \$2,000 for a corporation or trade union.

In the Fair Employment Practices Branch of the Canada Department of Labour, we are vitally concerned about the whole spectrum of rights, but by virtue of our legislation dealing with employment, I am touching on the problems of the poor and Canada's most alienated citizens. For too long we have approached the human rights problems with murky generalizations and from the misty level of brotherhood. It is in that context that we have historically tended to blur and to minimize the seriousness of human rights problems in this country. But today there is a greater sense of urgency. Canadians are more disposed to exposing the raw nerve ends and earnestly searching for remedies and cures for these social ills.

This urgency is reflected in the Canadian Labour Congress's powerful policy statement on human rights, and in the scheduling of a National Human Rights Conference for leadership in the Canadian labour movement at Ottawa last year to set new goals and find a more meaningful role for labour in the human rights struggle. It is reflected in remarks by Dr. John Humphrey, President of the Canadian Commission, International Year for Human Rights, when he told the Ottawa conference on Social Welfare: "The great social revolution spreading around the world could have violent effects in Canada. Precautions against violence means Canada must become a country where human rights and fundamental freedoms are sincerely respected." And it is reflected in the Hawthorne Report on Contemporary Canadian Indians, where we find the average annual earnings for an Indian family at \$1,361.99, and 47 per cent of those families earning less than \$1,000 a year.

There is a sense of urgency and an air of foreboding in the report of a major study of Canada's race problems by Dr. Paul M. Geisel, Associate Professor of Sociology, Arizona State

University. That report states in part: "Discrimination in Canada and in the northern United States is as brutal, and often more destructive than segregation in the southern United States. I call Canada the most sophisticated system of segregated society in the world." Canadians must realize, continued Mr. Curdy, that prejudice and discrimination are no less cruel or more acceptable because they are practised with more subtlety here than in other parts of the world. But we won't have to speculate on the grim prospect of racial disorders or social convulsions in our country if black, red, brown and yellow people have the same employment opportunities other people have in our society, if they have the same education opportunities, the same decent housing, the same kind of social acceptance and are treated with the same dignity and respect as all other citizens.

There is urgency when we look to one of the most current reports of the position of black people in one major Ontario city with a large black population. We find a shocking absence or under-representation in the important enterprises of that community. Retail sales with seven black employees had the most representation; there was one in the personal services, such as barbering, hairdressing and dental assistants; and one in the insurance field; but not one in public transportation, banking, trust or finance companies, real estate, public accounting, newspapers, telephone communications, delivery sales, restaurants or in the non-entertainment category of theatres and night clubs the speaker added.

There is urgency when we read a news story from Fort Smith, Northwest Territories, where Boyce Richardson, Associate Editor of the Montreal Star, quoted a young school teacher on the problems of the indigenous people of the North. "It really makes me sick to go to Pine Point, a new zinc and lead mine between Hay River and Fort Smith. In that place you can meet men from every country in the world, who are working in the mines. Not many miles away in Fort Resolution is a population of Indians living in the most depressed conditions in the whole territory with hardly a single man among them working."

There is urgency when we see that of the 2,000 persons employed by the mines in the Northwest Territories and the Yukon in June 1968, only 91 were Indian or Eskimo. And there is urgency when we look to the report of the Economic Council on Poverty, and find these relevant statements: "To feel poverty is to feel oneself an unwilling outsider, a virtual non-participant in the society in which one lives. Most of them are outside the ambit of the trade union movement; they have few spokesmen and groups to represent them and give voice to their needs."

A great deal of awareness has been created by the activities of 1968, I agree, but so much time has passed and so little has changed for the poor, the victims of pervasive social problems, people of colour, the socially and economically disadvantaged people of our country, that human rights must now seriously become everybody's business. We must now bring practice in line with what we have been preaching about human rights in Canada. We have studied human rights problems enough; we have talked enough. Now is the time to get down to the nitty-gritty of doing something for human beings.

# Employment Fatalities

## First Quarter, 1969

The Department has received reports on 205 employment fatalities that occurred in Canada during the first quarter of 1969. During the previous quarter, 229 fatalities were recorded. This is 52 more than the previously published total of 177 (L.G., May, p. 282). In the first quarter of last year, 253 fatalities were recorded, 76 more than the preliminary figure of 177 (L.G., Aug. 1968, p. 471). During the first 3 months of 1969 there were no multifatality accidents reported.

Four industry divisions accounted for 74.1 per cent of the total number of fatalities.\* Of the total, 43 occurred in transportation, 38 in manufacturing, 36 in construction and 35 in mining. The remaining 25.9 per cent were distributed in other industry divisions as follows: forestry, 8.8 per cent; public administration, 7.3 per cent; trade, 4.9 per cent; service, 2.9 per cent; agriculture, 1.5 per cent; and finance, 0.5 per cent. There were no fatalities recorded in the fishing industry.

The 25-44 age group accounted for 46.3 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 27.8 per cent, and the remaining 25.9 per cent were distributed among other age groups as follows: 20-24 age group, 14.2 per cent; 65 and over, 8.3 per cent; and 14-19 age group, 3.4 per cent.

Four occupational divisions accounted for 78.1 per cent of the fatalities: craftsmen, production process and related workers, 32.2 per cent; transportation and communication workers, 18.0 per cent; labourers and unskilled workers (not agricultural, logging, fishing or mining), 14.2 per cent; and miners, quarrymen and related workers, 13.6 per cent.

The distribution of the remaining 21.9 per cent among other occupational divisions was as follows: loggers and related workers, 7.8 per cent; service and recreation, 6.8 per cent; farmers and farm workers, 2.9 per cent; managerial, 2.4 per cent; sales occupations, 1.5 per cent; and clerical workers, 0.5 per cent. There were no fatalities recorded for fishermen or professional occupation workers.

Four accident-type categories accounted for 75.1 per cent of the total number of fatalities. These were: struck by different

objects, 26.8 per cent; collisions, derailments, wrecks, etc., 17.6 per cent; falls and slips, 17.1 per cent; and caught in, on or between, 13.6 per cent. The remaining 24.9 per cent were distributed among other accident-type categories as follows: inhalations, absorptions and industrial diseases, 9.3 per cent; over-exertion, 1.9 per cent; contact with electric current, 1.5 per cent; and striking against or stepping on objects, 0.9 per cent.

A cross section analysis of the greatest concentration of fatalities reveals that the 25-44 age group accounted for 60.5 per cent of the total number of accidents in transportation, 47.2 per cent in construction, and 34.2 per cent in manufacturing. An examination of the concentration of fatalities by occupation and industry shows that craftsmen, production process and related workers accounted for 60.5 per cent of the fatalities that occurred in manufacturing, and 55.6 per cent in construction. Transport and communications workers accounted for 55.8 per cent of the total number of fatalities that occurred in the transportation industry.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 77.8 per cent of the fatalities in forestry, 31.4 per cent in mining and 24.9 per cent in construction were the result of the victim being struck

by different objects, and 39.5 per cent of the fatalities in transportation were the result of such accidents as collisions, derailments and wrecks.

During the quarter under review, there were 75 fatalities in January, 63 in February and 67 in March. By province, the largest number of fatalities, 71, occurred in Ontario, in British Columbia there were 43, and in Alberta, 37.

The employment fatalities covered in this review are those suffered by persons gainfully employed. They occurred during the course of or arose out of their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in a following quarterly review, and in the annual tabulation.

## Wage Schedules Prepared In April

During April, the Department of Labour prepared 285 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 140 contracts in these categories were awarded. In addition, 119 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Fisheries and Forestry, Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in April for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
C.M.H.C.	1	\$ 11,542.50
Post Office	18	1,199,369.44
Public Works	1	21,400.00
Supply and Services	71	162,726.00

During April, the sum of \$4,436.80 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 115 workers concerned.

\*See Table H, p. 496.



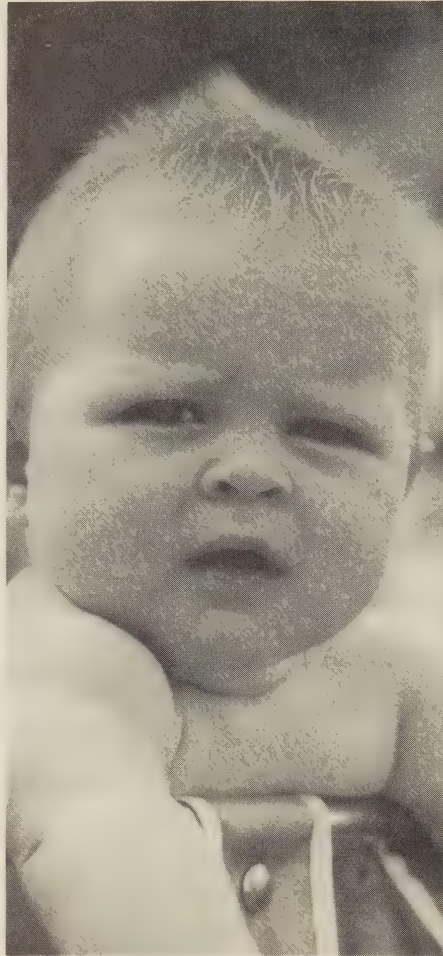
# Maternity Leave Benefits in Canada

THE STUDY of maternity leave benefits is a relatively new topic in Canada, but is an old one in the field of labour legislation elsewhere in the world. As long ago as 1919, the International Labour Organization adopted a Maternity Protection Convention as one of its first international instruments, designed to provide protection, in the event of maternity, for the job, health and income of working women. This Convention was revised in 1952. It makes provision for maternity leave for not less than twelve weeks—six of which are compulsory following confinement; for hospital and medical care; and for cash benefits or insurance amounting to two thirds of the earnings of the working mother. These international instruments have been ratified by more than 30 countries; in addition, some 90 countries have passed other legislation relating to maternity leave.

In Canada, only in British Columbia and New Brunswick is there legislation designed to ensure job security in the event of maternity. But the practice is gaining acceptance, as revealed in a recently published survey. The first comprehensive look at maternity leave policies in Canada, the survey is a co-operative project carried out by the Economics and Research Branch and the Women's Bureau of the Department.\* It covers 3,004 reporting units, comprising 103,182 office workers eligible for maternity leave, and 2,173 non-office reporting units, comprising 199,842 women eligible for such leave. As well as the policies of employers in the private sector, the survey covers those of provincial, federal and some municipal governments. In addition to those establishments with formal maternity leave policies, there are many others that grant such leave on an informal basis, so they would add considerably to these numbers.

A specified length of service with the employer is the most important qualification for eligibility for maternity leave. This is true in a majority of some 20 industry groups represented in the survey. The provision applies especially to women working in establishments with 50 or more females, and in those covered by a collective agreement.

\* *Maternity Leave Policies: A Survey* is available without charge on request from the Director, Women's Bureau, Canada Department of Labour, 340 Laurier Ave. West, Ottawa 4, Ont.



NFB photo

The length of maternity leave granted varies in the different industry groups and between office and non-office employees. The distribution clusters between 12 and 26 weeks for both categories, with the non-office employees generally having somewhat longer leave than office workers. This possibly reflects the heavier physical demands in some occupations. In hospitals, for example, nearly one half of the office workers are entitled to 14 to 19 weeks, whereas two thirds of the non-office hospital employees may have leave ranging between 14 and 25 weeks.

Extension of the normal period of maternity leave is generally available, either on medical grounds or by mutual

agreement with employers, to the women represented in the survey. Curtailment of the normal period of leave is also permitted for many of those eligible, but here a medical certificate stating that the employee is capable of resuming work is generally required. Where a policy concerning seniority exists in an establishment, the largest proportion of both office and non-office female employees are permitted to accumulate seniority during maternity leave. Significant proportions maintain the seniority they have when maternity leave commences.

The survey asked employers to indicate the job that would be open to an employee upon her return from maternity leave. Possibilities included return to the job held when leave commences, equivalent job, position claimed by seniority, "some other position," or a combination of alternatives. In more than half of the industry groups, a majority of office employees are entitled to return to the position held when leave commences. This is true for non-office employees in three quarters of the industry groups. The employers surveyed were asked:

- do you maintain the employees' wage or salary during any part of maternity leave?
- is maternity leave included under sick leave policies? and
- do you have a wage loss insurance plan that provides weekly indemnity benefits during maternity leave?

The response indicates that, with very few exceptions, employers do not continue wages or salaries, as such, during any part of maternity leave. Sick leave paid for part of maternity leave occurs more frequently for office than for non-office employees, but the total proportion is low in all industry groups.

Wage loss insurance plans, including maintenance of income during maternity leave, covers some proportion of employees in nearly all industry groups and is more prevalent in manufacturing than other industries. This coverage appears to be found more often in smaller establishments. For non-office employees, it applies to a higher proportion of women in most industry groups when there is a collective agreement in existence.

Women's Bureau



# Married Women in the Labour Force

The most dramatic development in the female labour force has been the steadily increasing number of married women entering it. At the end of 1968, 1,354,000 women, or more than half of the 2,476,000 total, were married. Ten years earlier only 643,000 married women worked. Since then their share of the labour force has gone up from 43 to 55 per cent.

There were about 7.2 million women in Canada in 1968, compared with an estimated 7.1 million men. The proportion of women in the population\* during the decade remained about the same, just over 50 per cent. But the "participation rate" or proportion of women in the labour force went up from 26 to 34 per cent in the decade, while the male participation rate declined from 82 to 77 per cent. The proportion of married women actually decreased in the 1958-68 decade, from 66 to 63 per cent, whereas their share of the labour force increased by 12 per cent.

About three out of 10 married women in Canada are in the labour force, compared with almost half the single women. The participation rate of married women is slightly higher than that of the widowed, separated or divorced group, whose work pattern could be expected to be more like that of single women.

\* Population for labour force surveys includes all civilians aged 14 and over, but not inmates of institutions, Indians on reserves, or Yukon and Northwest Territories.

Almost one million women entered the Canadian labour force in the decade ending with 1968. Ontario and Quebec between them, account for almost two thirds of the female labour force — Ontario with 951,000 and Quebec with 673,000. As with the national picture, the participation rate has been steadily accelerating, but the western regions — the Prairie Provinces and British Columbia — showed the greatest percentage point increases during the decade, and are now within 1.5 percentage points of Ontario, where 36.9 per cent of women are in the labour force.

The average age of women in the labour force in 1968 was 37.2. Over the decade, there was a slight decline in the proportion of the 14 to 19 age group, indicating extended schooling. There was a more noticeable decline of 3.1 percentage points among those 25 to 34 years of age, possibly confirming the tendency for women to drop out of the labour force until their children start school. For the age groups of 35 and over, there has been an increase in their share of the total, mostly accounted for by the increase of 2.4 percentage points among those 45 to 54 years of age.

The workweek for a majority of both men and women in 1968 was between 35 and 44 hours. A much higher proportion of women, however, work part time, or less than 35 hours a week, and the percentage rose from 25 to 31 over the decade.

Three out of every ten men worked more than 44 hours a week in 1968, compared with one in ten women. In numbers, 736,000 women out of a total of almost 2.4 million employed worked less than 35 hours a week.

The industries where most women workers are employed are community, business and personal service, 1,101,000, trade, 433,000, and manufacturing, 384,000. The proportion of women employed in all industries, from 1963 to 1968, increased from 28 to 32 per cent and was fairly evenly distributed in those industries where most women workers are found. Total employment in the community, business and personal services sector, which includes teachers and nurses among others, increased by about half a million between 1963 and 1968, and women maintained their share of 60 per cent of the total.

Women increased their segment of all workers in public administration by 3.2 per cent, and by 3.1 per cent in trade, to 24 and 34 per cent of the total. There were no noticeable recessions from women's traditional occupations. In fact, from 1963 to 1968, women's share of the clerical and service occupations, in which they predominate, increased further. The largest increase was 5 percentage points in the clerical occupations, where women now comprise almost 69 per cent. The next highest increase was 3.3 percentage points in sales occupations where women now make up 38 per cent. Increases in the proportion of women in managerial and professional categories were slight.

Although employment in communications rose more than 20 per cent in the five-year period, the proportion of women workers declined 5.7 percentage points. This may reflect a shift from manual to automated work in this industry, requiring fewer telephone operators, for instance, but more highly skilled technologists, jobs filled almost exclusively by men.

In every industry group, women are less unionized than men. For all industries in 1966, 16 per cent of the women workers were organized, compared with 24 per cent of the male workers. The highest proportions of women union members were in transportation and public utilities, manufacturing and public administration. In the service industry where, as previously noted, women comprise 60 per cent of the total, 9 per cent of the women were organized compared with almost 17 per cent of the men.

The Booklet *Facts and Figures: Women in the Labour Force*, on which this article is based, may be obtained from the Women's Bureau, Canada Department of Labour, Ottawa. Source of the data are the twelve-month annual averages, Special Tables, Dominion Bureau of Statistics, Special Surveys Division.



# MANPOWER UTILIZATION



## Fitting New Limbs for Rehabilitation

Prosthetists and orthotists, important members of the rehabilitation team, support the work of orthopaedic surgeons, physical medicine specialists, physiotherapists and vocational training nurses by providing limbs, braces, orthopaedic boots and shoes, accessories and mechanical devices. Prosthetics is the art of designing, producing and fitting appliances to replace, in whole or in part, human organs or limbs amputated or deformed congenitally, and to restore their function or appearance. A prosthetist is the specialist who designs, fabricates and fits artificial limbs and appliances prescribed by a physician. Orthotics is similar to it, but deals with appliances designed to restore the function, compensate for limitations, or even increase the physiological performance of human organs or limbs that have lost their function, that have never attained their full functional development, or that are subject to congenital abnormalities.

The Canadian Board for Certification of Prosthetists and Orthotists was formed in 1966, in order to ensure the technical competence of qualified fitters in these fields. The board recently announced its initial list of those who have been granted certification by examination or by virtue of the fact that they have been recognized as having been leaders in their profession for some years. Further examinations to test qualifications for certification are planned by the board to be held in the near future. In the process of establishing the Canadian board, the American parent body assisted by giving advice concerning its formation, and by sending a repre-

sentative to the formative meetings of the board. The American board now recognizes the autonomy of the Canadian organization, and all certifications in Canada are now done through it.

Canada has been fortunate in the calibre of the men who have developed prosthetic and orthotic services to their present high standard. The development of new techniques, and the use of synthetic materials, however, has made the role of the prosthetist more and more demanding. The work requires a variety of skills and abilities that far exceeds those of an experienced craftsman. Demands for training are growing, and the training itself is becoming more complex. Training on the job in a recognized rehabilitation facility, coupled with supplemental courses provided by a university, has helped fill some of the need.

Canada has, at present, one school to provide such training, the School of Prosthetics and Orthotics of Quebec Inc., in Montreal. This school grew out of a program to train personnel for the needs of the Rehabilitation Institute of Montreal. The popularity of the course and the requests for training led to the establishment of the school in 1958 and its incorporation in 1965. Training is given in English or in French. Courses in basic subjects are arranged for at the University of Montreal or at McGill University. The school is endeavouring to meet the need for well qualified personnel from Quebec and other provinces, and has accepted some trainees from other countries.

Manpower Utilization Branch,  
Department of Manpower and Immigration

## Employment Review For May

Employment rose seasonally between April and May. Total employment rose by 233,000 to 7,862,000. Unemployment declined by 46,000 to 386,000, a less-than-usual drop for the time of year. The total labour force increase by 187,000 to 8,248,000.

As usual for the time of the year, persons under 25 years accounted for most of the changes in employment and the labour force. Employment among persons 14-24 years increased by 150,000 and the labour force in this age group increased by 152,000.

Compared to a year ago, the labour force showed an increase of 377,000, or 4.8 per cent; employment increased by 357,000, or 4.8 per cent; and the number of unemployed was up by 20,000.

The seasonal employment increase between April and May was shared by both farm and non-farm employment. Farm employment rose by 71,000, and non-farm employment by 162,000. The largest gain in non-farm employment was in construction, 50,000. This was followed by smaller gains in transportation, communication and other utilities, 28,000; and forestry, 20,000.

The employment gain for Quebec was below average, 37,000, while British Columbia had a larger-than-usual increase of 30,000. Gains in Ontario, 65,000; the Prairies, 61,000; and the Atlantic region, 40,000, were about average for the period.

Compared with May 1968, the largest employment gains were in community, business and personal service, 116,000; and manufacturing, 85,000. Smaller gains occurred in transportation, communication and other utilities, 42,000; trade, 30,000; and construction, 28,000. All regions contributed to the increase in employment over 1968, with the largest relative increase taking place in British Columbia, 9.9 per cent.

The number of unemployed fell by 46,000 to 386,000 between April and May; all of the decline was among persons 25 years and over. Compared with a year earlier, the number of unemployed was up by 20,000. Of the total unemployed in May this year, 141,000 or 36 per cent had been out of work for less than one month; 103,000 or 27 per cent for one to three months; and 142,000 or 37 per cent for four months or more.

Unemployment in May 1969 represented 4.7 per cent of the labour force, compared to 4.6 per cent in May 1968 and 3.9 per cent in May 1967. The seasonally adjusted unemployment rate in May 1969 was 4.9 per cent.



# OLDER WORKERS

## Retraining Older Workers for Upgraded Jobs

Can low-skilled, blue-collar workers who are no longer productive because their positions are redundant be transformed into clerical workers operating in a computerized system? Yes, says J. S. Stewart,\* Manager, Employment Training, Penn Central Railroad, who supervised a program for the railroad company in which this very thing was done.

The Penn Central Company faced the problem of what to do with some redundant older workers. When the United States Post Office withdrew some of its bulk handling of mail at certain locations, the company had a surplus of low-skilled people holding low-skilled jobs — particularly baggage and mail handlers and stevedores. The workers were older and therefore, the company concluded, less likely to leave the company's employment after receiving new skills. Another consideration was the company's self-interest in finding productive work for these people who had been given a job guarantee for the rest of their lives at roughly \$7,000 a year, but with no job for them to do.

Initially, the men were given tests to establish criteria for acceptance on the retraining programs. Because few of the persons passed the tests, the results were ignored, and the workers began their retraining courses anyway. The successes of the project, the company believes, justifies their "lack of total respect for 'normal' test scores."

The project included a group in Newark, N.J., and another in Philadelphia, Pa. The participants were mostly from minority

groups who had done physical labour most of their lives and had not studied in 30 or more years. The company tried to identify those who were interested, and those who had some enthusiasm for the proposed program. If they positively declined to take this kind of training, they were given the choice of taking one year's severance pay and resigning. The men who stayed were retrained for clerical work — an achievement that indicates the number of truly untrainable persons must be very small indeed.

In Newark, the average age of the 22 men who participated was 50 years, ranging from 44 to 57. The average educational level was Grade 9, but ranged from Grade 5 to some college. Eighteen of the 22 came from minority groups. Thirteen completed the 12-week training program, nine did not, but of these nine, four were placed as trainmen.

In Philadelphia, 38 men took part in the training program and 25 completed the entire program. As in Newark, the average age was 50 years, ranging from 41 to 60. Their average educational level was Grade 11, ranging from Grade 8 to some college. Twenty-six of the 38 came from minority groups. Not one of these employees was lost; when it became apparent that some might not be able to qualify for clerical work, they were switched to other fields for on-the-job training. Of these, five were discovered to be especially good at mathematics. They were placed in the revenue accounting department to learn how to operate desk calculators, Friden machines, Monroe calculators and similar equipment. Some of them moved into ticket selling and teletype work so that all of the 38 men were employed by the company.

The men were paid their regular wages while undergoing training. They had three-hour sessions daily in classroom work.

Half this time was spent in learning to type, and during the other half, they studied basic English, mathematics, spelling, and indexing. In addition, the company's training staff worked with them for three hours a day at the station in Newark. During these sessions, the trainees were taught demurrage, the handling of waybills, abbreviation rules (peculiar to the computer language), office procedures (how the waybill must be handled as a car moves through the yard), telephone usage, preparing and delivering computer messages, and operation of the flexowriter. The flexowriter is a piece of equipment peculiar to the former Pennsylvania Railroad, which is used for computer input from the field. It functions, to some extent, like a teletype machine, although it performs three functions at the same time. This was not a simple retraining project. The jobs are complex and demand a high degree of accuracy.

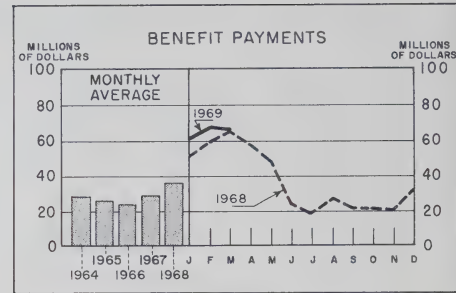
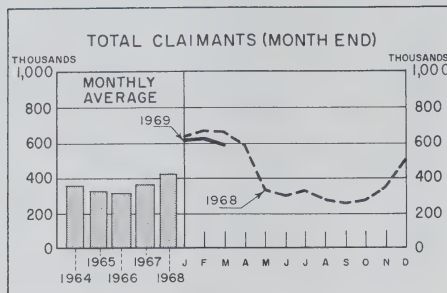
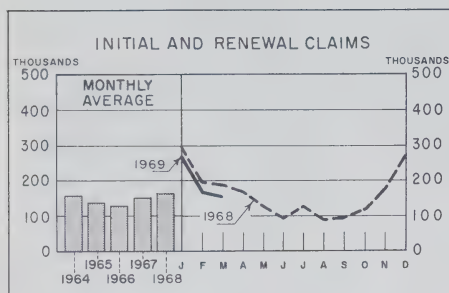
The results in Newark were good. The decision was made to carry out a similar project in Philadelphia, and another was being planned for Buffalo, New York. A most important factor in projects such as this is union acceptance. The company believes that the Penn Central training projects would not have been possible without the co-operation of the Brotherhood of Railway, Airline and Steamship Clerks. The union gave the program enthusiastic support.

A key factor in getting people to accept training is motivation, the project directors found. The fact that a company offers training provides motivation to some degree. Employees in a large corporation often feel that they are neglected. The Penn Central found that, when the company offered training, motivation was stimulated, almost without further attention to this important psychological factor.

\* Mr. Stewart described the methods and objectives of the program in a speech before the National Council on the Aging at its biennial conference held last March in Washington, D.C. Copies of Mr. Stewart's address may be obtained free of charge from the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration, Ottawa 2.



# Unemployment Insurance Report for March



There were 594,000 claimants for regular and seasonal unemployment insurance benefit on March 31. This represents a decrease of 37,000 or 6 per cent from the February 28 total of 631,000. While the number of claimants for seasonal benefit increased by 14,000 or 9 per cent to 170,000, claimants for regular benefit decreased by 51,000 or 11 per cent to 424,000.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

At the end of March, almost three quarters of the claimants had been on claim for more than 4 weeks; more than 70 per cent of these were males.

A decrease of 63,000 or 10 per cent from the claimant count of 657,000 on March 29, 1969 was accounted for by a decrease of 67,000 claimants for regular benefit, while the number of claimants for seasonal benefit rose by 4,000.

During March, 158,000 initial and renewal claims were filed in local offices across Canada. This was 10,000 or 6 per cent fewer than the 169,000 filed in

February and 25,000 or 13 per cent less than the 183,000 filed in March 1968.

The average weekly estimate of the number of beneficiaries was 526,000 in March, 536,000 in February and 600,000 in March 1968. Benefit payments amounted to \$66.4 million in March, \$67.4 million in February and \$63.7 million in March 1968. Average weekly payments were \$31.57 for March, \$31.42 for February and \$26.55 for March 1968.

Quebec was the only province that did not share in the decrease in the claimant count from the end of February. In that province, an increase in the number of males was partially offset by a decrease among females. In British Columbia, where the largest decrease occurred, males accounted for 94 per cent of the decline.

In comparison with the end of March 1968, Saskatchewan was the only province which showed an increase in the claimant count. In that province, the number of male claimants accounted for more than 75 per cent of the rise. Large numeric reductions occurred in Quebec and Ontario.

A reduction in the number of claims filed since February occurred in Ontario and the four western provinces. Quebec and the Atlantic provinces experienced increases in the number of initial claims filed. While more than 70 per cent of the claims were for new cases of recorded unemployment, this proportion was less than 60 per cent in the Atlantic region.

Compared with March 1968, fewer claims were filed in most provinces. Prince Edward Island, Nova Scotia and Saskatchewan reported small increases. The bulk of the decrease occurred in the two central provinces.

Summary Table

Activity	March 1969	February 1969	March 1968	Cumulative data	
				January to March 1969	12 months ending March 1969
(in thousands)					
Insured population as at month-end.....	—	5,455	4,894	—	—
Initial and renewal claims filed:					
Total.....	158	169	183	594	1,846
Initial.....	124	135	138	469	1,380
Renewal.....	34	34	45	125	466
Claimants currently reporting					
to local offices.....	594	631	657	614*	414*
*Regular benefit.....	424	475	491	—	—
Seasonal benefit.....	170	156	166	—	—
Fishing.....	20	24	21	—	—
Beneficiaries (weekly average).....	526	536	600	521*	315*
Weeks compensated.....	2,105	2,145	2,400	6,257	16,208
Benefit paid.....	\$66,441	\$67,394	\$63,705	\$195,074	\$459,185
Average weekly benefit.....	\$ 31.57	\$ 31.42	\$ 26.55	\$ 31.18	\$ 28.33

\* Monthly average.

Unemployment Insurance and Manpower Section,  
Dominion Bureau of Statistics

# PRICE INDEXES

## Consumer, May 1969

The consumer price index (1961=100) in May increased by 0.2 per cent to 124.9 from its April level of 124.6, and was 4.7 per cent above the May 1968 level of 119.3.

The food index increased by 0.1 per cent to 125.1 from 125.0 in April. Price movements were mixed with higher prices for beef and some fresh vegetables and fruit outweighing declines for poultry, pork and other meats. Beef prices rose by 2.4 per cent.

Chicken prices declined by 4.0 per cent while turkeys were up by 7.0 per cent. Tomatoes, celery and carrots increased by more than 10 per cent in May, but prices for lettuce and cabbage fell. Higher prices for fresh milk in Vancouver and some smaller cities together with an increase in evaporated milk prices contributed to a rise in the dairy products component. Bread prices rose by 1.0 per cent. Butter and egg prices were virtually unchanged but sugar rose by 1.8 per cent to reach a level about 20 per cent above that of October 1968.

The housing index rose by 0.4 per cent to 124.2 in May from 123.7 in April. New house prices advanced by 2.0 per cent while repairs rose by 1.4 per cent. Much of the rise was caused by increased prices for building materials and higher wage rates in construction. Rents increased by 0.2 per cent with the largest increases occurring in Calgary and Halifax. Household operation costs were slightly higher as sales on carpets, sheets and utensils moderated the effect of higher prices for other household supplies and services.

The clothing index decreased by 0.4 per cent to 123.8 in May from 124.3 in April. Clothing services registered a small increase as laundry and dry cleaning charges rose.

The transportation index increased by 0.4 per cent to 120.4 in May from 119.9 in April. In spite of slightly lower prices for new cars, automobile operating costs were higher as gasoline prices in Montreal rose by one cent per gallon.

The health and personal care component increased by 0.4 per cent to 134.2 in May from 133.7 in April. Most pharmaceuticals and toiletries were costlier as were men's haircuts and women's hair-dressing in a number of cities.

The recreation and reading index rose by 1.6 per cent to 127.4 from 125.4 in April. Higher cinema admissions provided most of this increase. Prices for toys, camera film and processing also rose.

The tobacco and alcohol index rose by 0.2 per cent to 125.8 in May from 125.5 in April as a result of higher cigarette prices in some cities.

Group indexes a year ago in May were food 120.1; housing (shelter and household operation) 117.9; clothing 120.7; transportation 114.5; health and personal care 127.4; recreation and reading 119.2; tobacco and alcohol 121.3.

## City Consumer, May 1969

Between April and May, consumer price indexes advanced in all ten regional cities and city combinations, with increases ranging from 0.1 per cent in Toronto to 0.7 per cent in Ottawa. Food index movements registered no consistent pattern across Canada, ranging from a rise of 1.0 per cent in Montreal to declines of 0.2 per cent in Saint John, N.B., and Winnipeg. Housing advanced from 0.2 per cent to 0.4 per cent in six cities, largely as a result of increased shelter costs, and remained unchanged in four others. Clothing prices were generally unchanged except for declines in Toronto, Vancouver and Montreal, where spring sales occurred on a number of items. High travel costs contributed to increases in transportation indexes for most cities except Ottawa and Winnipeg. Prices for health and personal care, and for recreation and reading items, increased in all cities. Tobacco and alcohol components in most centres registered increases, caused mainly by higher cigarette prices.

Regional consumer price index point changes between April and May were: Ottawa +0.8 to 122.7; Saskatoon-Regina +0.6 to 118.9; Edmonton-Calgary +0.5 to 120.8; Montreal +0.4 to 121.4; St. John's +0.3 to 119.0; Halifax +0.3 to 119.3; Winnipeg +0.3 to 122.2; Vancouver +0.3 to 118.5; Saint John +0.2 to 119.5; and Toronto +0.1 to 123.3.

## Wholesale, April 1969

The general wholesale index (1935-39=100) moved up 0.9 per cent in April to 282.2 from the March index of 279.8, and was 5.4 per cent higher than the April 1968 index of 267.7. Five of the eight major group indexes were higher, two declined, and one was unchanged.

The animal products group index rose 2.3 per cent to 316.0 from 308.8 on higher

prices for livestock, fresh meats, fishery products and eggs. An increase of 1.8 per cent to 405.0 from 397.9 in the wood products group index reflected higher prices for fir, pine lumber, cedar and paper board. The chemical products group index moved up 1.2 per cent to 219.0 from 216.5 on price increase for drugs and pharmaceuticals.

An advance of 0.3 per cent to 282.3 from 281.5 in the iron products group index was attributable to higher prices for rolling mill products, and iron and steel pipe and tubing. An increase of 0.1 per cent to 209.9 from 209.7 occurred in the non-metallic minerals products group index.

Minor decreases occurred in two major group indexes, vegetable products to 237.9 from 238.0, and textile products to 256.4 from 256.5.

## Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) advanced 4.8 per cent to 281.6 from 268.6 in the three-week period May 2 to May 23. The animal products index moved up 6.7 per cent to 379.0 from 355.1. The field products index moved up 1.2 per cent to 184.3 from 182.1.

## U.S. Consumer, April 1969

The United States consumer price index (1957-59=100) rose 0.6 per cent to 126.4 in April.

Increases in the services category—ranging from mortgage interest rates to medical care—were responsible for the advance in the index. There were notable price increases in food and clothing; a rise in meat prices, especially beef, dominated the food portion of the index. Apparel prices advanced 0.6 per cent and were 6.2 per cent higher than a year ago. The prices of such items as cigarettes, alcoholic beverages and toilet articles also increased; new car prices decreased.

## British Retail, March 1969

The British index of retail prices (January 16, 1962=100) was 130.3 at March 18, compared with 129.8 at February 18, and 122.6 at March 19, 1968.

The index for foods, the prices of which are affected by seasonal variations, rose by more than 4.5 per cent to 138.4 compared with 132.2 in February. Increases in the average prices of eggs, fresh green vegetables, fresh fruit, and sweets and chocolate, were partly offset by a reduction in the average price of tomatoes. The index for the food group as a whole rose by nearly one per cent to 129.4, compared with 128.2 in February.



# Certification

## *Before the CLRB*

The Canada Labour Relations Board met for three days during May, at which time it granted two applications for certification, rejected one such application and ordered one representation vote. During the month, it received fourteen applications for certification and allowed the withdrawal of one such application. The Board also received one application for revocation of certification and one request for review of an earlier decision.

### **Applications for Certification Granted**

1. National Association of Broadcast Employees and Technicians on behalf of a unit of employees employed at radio station CFNB by Radio Atlantic Limited, Fredericton, N.B. (L.G., July, p. 400).

2. Telecommunications Workers Union, Local 1653 CLC on behalf of a unit of employees of the Canadian Overseas Telecommunication Corporation employed at 625 Belmont Street, Montreal, Que. (L.G., May, p. 284).

### **Applications for Certification Rejected**

International Alliance of Theatrical Stage Employees and Motion Picture Machine Operators of the United States and Canada, applicant, Radio Atlantic Limited, Fredericton, N.B., respondent, and National Association of Broadcast Employees and Technicians, intervener. The application was rejected by the majority of the employees affected in a representation vote conducted by the Board.

### **Vote Ordered**

1. General Truck Drivers Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Tudhope Cartage Limited, Parry Sound, Ont., respondent, and Bruce Epps, intervener (L.G., April, p. 243) (Returning Officer: H. A. Fisher).

### **Applications for Certification Received**

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of garage employees of Inter-City Transport Limited of Trois-Rivières, Que. (Investigating Officer: S. T. Payne).

2. International Union of Operating Engineers, Local 115, on behalf of a unit of personnel employed in the Yukon Territory by Gold River Construction Ltd., Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

3. International Union of Operating Engineers, Local 115,

on behalf of a unit of personnel employed in the Yukon Territory by Gardiner Brothers Construction, Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

4. International Union of Operating Engineers, Local 115, on behalf of a unit of personnel employed in the Yukon Territory by Gifco Western Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed in or out of London, Ont., by Reimer Express Lines Ltd., Winnipeg, Man. (Investigating Officer: K. Hulse).

6. General Truck Drivers and Helpers Union, Local 31, General Teamsters Union 181, Truckers, Cartagemen, Construction and Building Material Employees Local Union No. 362 and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Rempel-Trail Transportation Ltd., Edmonton, Alta. (Investigating Officer: A. E. Koppel).

7. International Chemical Workers Union, Local 552, on behalf of a unit of employees of Maple Leaf Mills Limited, Toronto, Ont., employed at its Komoka, Ontario branch (Investigating Officer: H. A. Fisher).

8. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of employees of Bunge of Canada Limited, Quebec, Que. (Investigating Officer: G. R. Doucet).

9. Office and Technical Employees Union, Local 15, Office and Professional Employees International Union on behalf of a unit of office and clerical employees employed at Calgary, Alta., and Burnaby, B.C., by Kingsway Freightlines Limited, Calgary, Alta. (Investigating Officer: D. H. Cameron).

10. United Transportation Union on behalf of a unit of dispatchers and crew clerks employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: S. T. Payne).

11. International Union of Operating Engineers, Local 115; Building Material, Construction & Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; and Tunnel & Rockworkers Union, Local 168, International Labourers Union of North America, joint applicants, on behalf of a unit of employees employed in the Yukon Territory by Canada Bridge Ltd., Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

12. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of pilots, dispatchers and engineers employed by AirWest Air Lines, Ltd., Vancouver International Airport, B.C. (Investigating Officer: D. H. Cameron).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

13. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Grimshaw Trucking & Distributing Ltd., Edmonton, Alta. (Investigating Officer: A. E. Koppel).

14. International Union of District 50, United Mine Workers of America on behalf of a unit of employees of Valleyfield Dock & Terminal Co. Limited, Valleyfield, Que. (Investigating Officer: G. R. Doucet).

#### **Application for Certification Withdrawn**

Professional Transport Workers' Union of Canada, applicant, Wilms Transport (1964) Ltd., Moose Jaw, Sask., respondent, and William J. Donaghue, *et al.*, interveners.

#### **Application for Revocation**

*Rod Service Ltée-Ltd.*, Montreal, Que., applicant, and *le Syndicat National des Employés de Rod Service (CSN)*, respondent (L.G. 1966, p. 33).

#### **Request for Review**

The Board received a request for review under Sec. 61 (2) of the Act from the International Association of Machinists and Aerospace Workers, seeking amendment of the certificate issued by the Board on August 27, 1948, as amended October 12, 1967, that certified the union as the bargaining agent of a unit of employees of Canadian Pacific Airlines, Limited, Vancouver International Airport, B.C. (L.G. 1967, p. 752).

# Conciliation

## *Before the Minister of Labour*

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Soo-Security Motorways Ltd., Winnipeg, Man., and Chauffeurs, Teamsters and Helpers, Local 395, Regina; Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Edmonton and Calgary; General Drivers, Warehousemen and Helpers, Local 979, Winnipeg; and Teamsters International Union, Local 990, Port Arthur (Conciliation Officer: A. E. Koppel).

2. John N. Brocklesby Transport Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: K. Hulse).

3. Hill the Mover, Rexdale, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: K. Hulse).

4. TransAir Limited, Winnipeg International Airport and Lodge 2223 of the International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel).

5. Hendrie and Company Limited, Toronto, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: K. Hulse).

6. Canada Steamship Lines Limited, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers,

Express and Station Employees (Conciliation Officer: S. T. Payne).

7. British Columbia Maritime Employees Association, Vancouver, and International Longshoremen's and Warehousemen's Union—Canadian Area (Conciliation Officer: D. S. Tysoe).

8. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Local 3016, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe).

9. Yukon Builders Exchange (representing some 16 construction companies in Whitehorse, Yukon Territory) and Local 2499, United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. H. Cameron).

10. Eastern Canada Stevedoring Ltd., Montreal, Que., and the International Longshoremen's Association, Local 1845 (Conciliation Officer: C. E. Poirier).

11. General Enterprises Ltd.; G. W. Ledingham (Yukon) Limited; Liard Construction Company Limited; 918 Construction Co. Ltd., Whitehorse, Y.T., and the International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron).

#### **Settlements by Conciliation Officers**

1. Clarke Steamship Company Limited; Eastern Canada Stevedoring (1963) Limited; Terminus Maritime Inc., and Local 5197, United Steelworkers of America (Conciliation Officer: G. R. Doucet) (L. G., July, p. 401).

2. Cape Breton Broadcasters Limited (Radio Stations CJCB and CJCX, Sydney, N.S.) and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: C. A. Ogden) (L. G., July, p. 401).

3. McAllister Towing Limited, Montreal, and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (L. G., July, p. 401).

4. British Columbia Television Broadcasting System Limited (CHAN-TV) Vancouver, and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron) (L. G., July, p. 401).

5. Central Alberta Dairy Pool, Transport Division, Red Deer, Alta., and the Driver Salesmen, Plant, Warehouse and Cannery Employees, Local 987 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 346).

6. Nordair Limited, Montreal International Airport, and Canadian Air Line Pilots' Association (Conciliation Officer: C. E. Poirier—reassigned to S. T. Payne) (L. G., June, p. 346).

7. The Toronto Harbour Commissioners and Local 186, Canadian Union of Public Employees (Conciliation Officer: T. B. McRae) (L. G., June, p. 346).

8. Northern Distributing and Warehousing Ltd., Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers, Local 189 (Conciliation Officer: A. E. Koppel) (L. G., May, p. 283).

9. The Canada Coach Lines Limited, Hamilton, Ont., and Amalgamated Transit Union, Division 107 (Conciliation Officer: T. B. McRae) (L. G., May, p. 283).

10. Hill the Mover, Rexdale, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (Conciliation Officer: K. Hulse) (See above).

#### **Conciliation Boards Appointed**

1. Canadian Pacific Air Lines, Limited, Vancouver International Airport and Lodge 764, International Association of Machinists and Aerospace Workers (L. G., June, p. 346).

2. British Columbia Maritime Employers Association, Van-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.



couver, B.C., and International Longshoremen's and Warehousemen's Union—Canadian Area (See above).

#### **Conciliation Boards fully Constituted**

1. The Board of Conciliation and Investigation established in April to deal with a dispute between CJCH Limited, Halifax, N.S., and Local 1318, International Brotherhood of Electrical Workers (L. G., July, p. 402) was fully constituted in May with the appointment of Judge Nathan Green, Q.C., of Halifax, as chairman. Judge Green was appointed by the Minister on the joint recommendation of the other two members of the Board, I. M. MacKeigan and J. K. Bell, both of Halifax, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Baton Broadcasting Limited—CFTO-TV, Agincourt, Ont., and the National Association of Broadcast Employees and Technicians (L. G., July, p. 402) was fully constituted in May with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy, Q.C., and Boris Mather, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

#### **Board Reports Received\***

1. British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (Clerical Division) (L. G., July, p. 402).

2. British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (Traffic Division) (L. G., July, p. 402).

3. British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (Plant Division) (L. G., July, p. 402).

4. Smeed's Moving and Storage Ltd., Regina, Sask., and Local 395, International Brotherhood of Teamsters (L. G., June, p. 347).

#### **Conciliation Board Not Appointed**

Northern Industrial Carriers Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (L. G., July, p. 401).

#### **Strike Action**

McKee Moving and Storage Company Ltd., Saskatoon, Sask., and Local 395, International Brotherhood of Teamsters (strike began April 28) (L. G., July, p. 402).

#### **Strike Terminated**

Air Canada, Montreal, and District Lodge 148, International Association of Machinists and Aerospace Workers (L. G., July, p. 402) (strike began April 21 and terminated May 19) (mediation provided by Hon. Bryce Mackasey, Bernard Wilson and W. P. Kelly).

\* Full texts appear in Supplement No. 4, 1969.

# Railway Arbitration

## Cases 148 and 149

**T**WO DISPUTES were heard by the Canadian Railway Office of Arbitration on May 13, 1969. They concerned a mileage deduction for a pay claim and a foreman who was allowed "to displace." Both grievances were dismissed.

### **CASE No. 148**

An ex parte dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Engineers over the deduction of miles from a pay claim of an engineer.

The engineer worked in turn-around service between two points and he also worked on a spur line, for which he claimed 27 miles for time. The company deducted the 27 miles from his pay claim. The engineer had run on the spur to a plant four miles from the main line taking two hours and ten minutes to do so—the equivalent of 27 miles.

The collective agreement states that "Mileage or hours made when engine is run more than one mile off main line will be added to mileage of trip." The company contended that the mileage calculated for "running off main line" may be considered together with the regular mileage run in determining whether the minimum payment for the day is to be made.

The union argued that the payment for mileage off the main line should have been added to any other payment the engineer was to receive. But the arbitrator said that the agreement provides for this mileage to be added to the mileage of the trip. "In the instant case, the mileage of the trip was 21 miles. The total mileage to be paid, then, was 48 miles. Since payment is to be made for a minimum of 100 miles, the grievor was entitled to be paid for 100 miles on this occasion, and he was in fact so paid." He dismissed the grievance.

### **CASE No. 149**

An ex parte dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over an employee who exercised his seniority rights when he was released from excepted employment.

A foreman was notified that because of a need to reduce

supervisory staff and because his work performance was not adequate, he would no longer be needed as a foreman. In accordance with the collective agreement, he was allowed "to displace."

This was followed by a series of displacements, and all displaced employees sustained a loss in earnings. The brotherhood contended that, because the foreman was released from excepted employment for disciplinary reasons, he should not have been allowed to "displace," and the other men should be reimbursed for their loss of earnings.

The company argued that the grievance was not arbitrable because: an aggrieved employee did not raise a complaint; the complaint was not submitted at step 1 of the grievance procedure; the time limits specified in the agreement had expired when the brotherhood asked for arbitration; and a provision of the agreement establishing the Canadian Railway Office of Arbitration had not been complied with. This fourth reason refers to a clause which says that if the parties cannot agree on a joint statement of issue, either or both parties may apply for permission to submit a separate statement if they give each other 48 hours notice.

The arbitrator agreed with these arguments and said, "it is clear that I have no jurisdiction to hear this grievance," and he dismissed it.

# Decisions of the Umpire

**A** CLAIMANT who had been employed as a telephone operator for 13 years filed an application for benefit. He was no longer working because he had been admitted for a month to a sanatorium on suspicion of tuberculosis and was now awaiting the results of sputum tests. He was willing to work, he said, but would have to wait another month for these results before he could return to his former job.

A week later, the claimant filed an application to have his claim antedated, and the reason he gave for the delay was that he was not aware that he might be entitled to unemployment insurance benefits while undergoing medical tests. The request was refused on the grounds that the claimant had not shown good cause for the delay. He was later disqualified from receiving any benefit at all because, as the local office explained, he had become incapable of work "by reason of illness" before he became entitled to receive benefits. The Act provides that payment of benefits may be continued during periods of illness, only if such periods occur after a claimant becomes eligible to receive benefits.

The claimant applied for an appeal to the board of referees on the grounds that he should have been considered eligible for benefit during the time he awaited the results of the tests, and

that the only period he could be considered ill was the time actually spent in the sanatorium. As it turned out, the tests were negative, and the man returned to his regular job almost immediately.

The board of referees heard the case and, by unanimous decision, confirmed the insurance officer's decisions and dismissed the appeal. In addition, the board decided that the claimant had become capable of and available for work on the date he received the results of his medical tests, which was two days before he returned to his regular job. The claimant then requested and got permission to appeal to the umpire.

In preparation for the appeal hearing before the umpire, the insurance officer noted:

- the board of referees found that the claimant had failed to show good cause for the delay in making his application for benefit; and

- the claimant produced no evidence that he had looked for work or that he had applied at the Canada Manpower Centre for a job, expecting instead, so it seemed, to return to work with his regular employer as soon as he was cleared by the doctor.

The claimant protested against the insurance officer's submission, stating that he had been ready, willing and able to work. He said that he had applied to the local Canada Manpower Centre and had provided full details concerning the employment he was seeking. The insurance officer claimed that he had checked with the Canada Manpower Centre, however, and found no such evidence, and he called upon the umpire to uphold the unanimous decision of the board of referees.

At the appeal hearing, the umpire commented that "the case is not to be decided by the hindsight that comes after the results of the sputum tests were known, but rather on the basis of the situation as it was while the results of those tests were being awaited." The umpire took the view that the claimant could not have shown that he was available for work. This was not due to any fault on the part of the claimant but to circumstances over which he had little control, the umpire said. "Absence of fault on his part and payment of unemployment insurance contributions are not of themselves sufficient to qualify an insured person for payment of benefit, for the qualifications of the Unemployment Insurance Act and Regulations in that respect must be fulfilled in order to entitle a claimant to payment of benefit."

The umpire decided further that the claimant had not shown good cause for the delay in filing his application for benefit. Therefore, the appeal was dismissed. The umpire added that the phrase "by reason of illness" as used by the local officer in disqualifying the claimant did not apply. But, as the evidence showed and as the umpire found, the claimant was not available for work within the meaning of the Act, and the officer's use of the phrase did not materially affect the final disposition of the case.

---

## ILO Job Vacancies

The International Labour Office announces two vacancies for positions in its Technical Co-operation Program in South America. The job duties deal with modernization of rural life in the Andes in the countries of Bolivia, Ecuador, and Peru. The post is part of a United Nations Special Fund Project in South America for which the ILO is the main executing international agency. The qualifications required include professional training and wide experience in planning the promotion of small industries in developing countries for one of the posts and a university degree in economics or rural economics for the other. Persons interested in further information regarding these position vacancies should write to: Canada Branch, International Labour Office, 178 Queen Street, Ottawa 4, Ont.



# Publications

## In the Library

List No. 245

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

### Economic Policy

1. Brewis, Thomas N. *Regional economic policies in Canada*. With an appendix by T. K. Rymes. Toronto, Macmillan 1969. 303p.
2. Johnson, Harry Gordon. *Economic policies towards less developed countries*. Washington, Brookings Institution [1967], xvi, 279p.
3. Okun, Arthur M. *Economic issues for the future*. [Washington, U.S. Dept. of Labor, Manpower Administration, 1968]. 34p.

Seminar on Manpower Policy and Program. Proceedings.

"Condensed transcript of the seminar held in Washington, D.C., February 15, 1968."

### Employment Management

4. National Industrial Conference Board. Canadian Office. *Employee-owned automobile allowances (an analysis)*, by William H. Terry. Montreal, 1968. 31p.
5. Rico, Leonard. *The advance against paperwork; computers, systems, and personnel*. Ann Arbor, Bureau of Industrial Relations, University of Michigan [1967]. 330p.
6. Stroh, Thomas F. *The uses of video tape in training and development*. New York, American Management Association, 1969. 59p.

### Executives

7. House, Robert James. *Management development; design, evaluation and implementation*. Contributors: Henry L. Tosi, Jr., John R. Rizzo [and] Richard C. Dunnock. Ann Arbor, Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan, c1967. 138p.
8. Jennings, Eugene Emerson. *The mobile manager: a study of the new generation of top executives*. [East Lansing] Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan [1967]. viii, 135p.
9. McGregor, Douglas Murray. *The professional manager*, edited by Caroline McGregor and Warren G. Bennis. New York, McGraw-Hill [1967]. xvi, 202p.

10. Vetter, Eric William. *Manpower planning for high talent personnel*. Ann Arbor, Bureau of Industrial Relations, Graduate School of Business Administration, University of Michigan [1967]. 222p.

### Industrial Relations

11. Verge, Pierre. *Le forum de la convention collective*. [Québec, Faculté de Droit, Université Laval, 1968]. [564]-636p.  
Cover title: Etudes juridiques en l'honneur de monsieur le professeur Marie-Louis Beaulieu.  
"Les Cahiers de droit, extrait, vol. 9. . . ."
12. Walker, Kenneth Frederick. *The role of the government in industrial relations (with special reference to Australia)*. Geneva, 1968. 196-221p.  
Reprinted from *Labour relations in the Asian countries*, proceedings of the Second International Conference on In-

dustrial Relations, Tokyo 1967. (Tokyo, the Japan Institute of Labour, 1967).

#### International Harvester Company

13. Ozanne, Robert Willard. *A century of labor-management relations at McCormick and International Harvester*. Madison, University of Wisconsin Press, 1967. vii, 300p.

14. Ozanne, Robert Willard. *Wages in practice and theory: McCormick and International Harvester, 1860-1960*. Madison, University of Wisconsin Press, 1968. xiii, 181p.

A companion volume to *A century of labor-management relations at McCormick and International Harvester*.

#### Labour Supply

15. Morton, Joseph Edward. *On manpower forecasting*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. 51p.

16. Somers, Gerald George, ed. *Retraining the unemployed*. Madison, University of Wisconsin Press, 1968. viii, 351p.

#### Labouring Classes

17. Fine, Sidney A. *The 1965 third edition of the Dictionary of occupational titles—content, contrasts, and critique*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. iv, 16p.

“... Adapted from a speech given ... at the Occupational Analysts Institute, Michigan State University, on July 18, 1967.”

18. Osipov, Gennadii Vasil'evich, ed. *Industry and labour in the U.S.S.R.* [Translated from the Russian] with an introduction by Maurice Hookham. London, Tavistock Publications, 1966. ix, 297p.

19. Great Britain. Department of Employment and Productivity. *Labour costs in Great Britain in 1964*. London, HMSO, 1968. [22]p.

#### Population

20. Ontario. Department of Treasury and Economics. Economic Analysis Branch. *Preliminary population projections for Ontario, 1971-1991*. Toronto, 1968. [27]p.

21. U.S. President's Committee on Population and Family Planning. *Population and family planning: the transition from concern to action; report*. Washington, GPO 1968., p.34

#### Social Conditions

22. Sheppard, Harold L. *A search for new directions in the war against poverty*. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1968. 79-99p.

“A reprint of the Appendix Paper in *Toward Economic Security for the Poor*. Prepared by the Subcommittee on Employment Manpower, and Poverty of the Committee on Labor and Public Welfare, United States Senate (90th Congress, 2d Session) October 1968.”

23. Stagner, Ross. *Psychological dynamics of inner-city problems*. [Washington, U.S. Dept. of Labor, Manpower Administration, 1968]. 35p.

Seminar on Manpower Policy and Program. Proceedings.

“Condensed transcript of the seminar held in Washington, D.C., March 14, 1968.”

#### Miscellaneous

24. Black, Guy. *The application of systems analysis to government operations*. New York, Praeger, 1968. xiv, 186p.

25. Dumazedier, Joffre. *Toward a society of leisure*. Translated from the French by Stewart E. McClure. Foreword by David Riesman. New York, Free Press, 1967. xi, 307p.

Translation of *Vers une civilisation du loisir?*

26. Layton, Christopher Walter. *European advanced technology; a programme for integration*. London, PEP [1969]. 293p.

27. National Industrial Conference Board. *Business outlook, 1969, a discussion by the Conference Board Economic Forum and guests, held at the Waldorf-Astoria, New York City, November 26, 1968*. New York, 1969. 136p.

28. Ontario. Department of Labour. Research Branch. *Ontario collective agreement expirations, 1969*. Toronto, 1969. 173p.

29. Reichenbach, Robert Randall. *Organizing for data processing* [by] Robert R. Reichenbach [and] Charles A. Tasso. New York, American Management Association, 1968. 159p.

This study examines the location and the effectiveness of the computer complex in the firm, the evolution of the computer and its uses, how the computer is used for organizational planning and management development, and, relationships with management.

30. Stigler, George Joseph. *The organization of industry*. Homewood, Ill., R. D. Irwin, 1968. viii, 328p.



# STATISTICS SECTION

## Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*		8,248	+ 2.3	+ 4.8
(week ended May 24, 1969)				
Employed.....		7,862	+ 3.1	+ 4.8
Agriculture.....		592	+ 13.6	+ 1.4
Non-agriculture.....		7,270	+ 2.3	+ 5.0
Paid workers.....		6,751	+ 2.7	+ 5.5
At work 35 hours or more** .....		3,964	- 35.9	- 36.0
At work less than 35 hours** .....		3,616	+203.1	+231.4
Employed but not at work.....		282	+ 12.8	+ 27.0
Unemployed.....		386	- 10.6	+ 5.5
Atlantic.....		52	- 22.4	+ 18.2
Quebec.....		166	- 8.8	+ 23.9
Ontario.....		97	- 3.0	- 6.7
Prairie.....		33	- 21.4	- 8.3
Pacific.....		38	- 7.3	- 20.8
Without work and seeking work.....		362	- 10.4	+ 4.3
On temporary layoff up to 30 days.....		24	- 14.3	+ 26.3
INDUSTRIAL EMPLOYMENT (1961 = 100).....	April	123.0	+ 0.2	+ 3.1
Manufacturing employment (1961 = 100).....	April	123.6	+ 0.3	+ 2.8
IMMIGRATION.....	1st Quarter 1969	30,788	—	- 13.5
Destined to the labour force.....	1st Quarter 1969	16,764	—	- 11.1
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	May	125	+ 31.6	+ 7.8
No. of workers involved.....	May	108,563	+259.3	+250.3
Duration in man days.....	May	1,099,450	+303.5	+167.7
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	†April	\$116.00	0.0	+ 6.5
Average hourly earnings (mfg.).....	†April	\$ 2.75	+ 0.4	+ 7.4
Average hours worked per week (mfg.).....	†April	40.3	- 0.7	- 1.0
Average weekly wages (mfg.).....	†April	\$110.84	- 0.1	+ 6.3
Consumer price index (1961 = 100).....	May	124.9	+ 0.2	+ 4.7
Index numbers of weekly wages in 1961 dollars (1961 = 100).....	March	119.6	+ 0.1	+ 5.7
Total labour income (thousands of dollars).....	February	3,070	+ 2.1	+ 12.6
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	April	167.7	- 2.0	+ 6.4
Manufacturing.....	April	167.6	- 2.2	+ 6.5
Durables.....	April	188.6	- 2.2	+ 8.0
Non-durables.....	April	150.4	- 2.1	+ 5.1
NEW RESIDENTIAL CONSTRUCTION‡				
Starts.....	April	15,542	+ 33.1	+ 30.8
Completions.....	April	15,312	+ 52.1	+ 33.4
Under construction.....	April	110,488	0.0	+ 39.9

\* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force* a monthly publication of the Dominion Bureau of Statistics, which, in additions, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Centres of 10,000 population or more.

\*\* The distribution by hours worked for the week ended May 24, 1969 is abnormal due to the presence of the Queen's Birthday in the reference week.

## Tables

A-1 to A-3—Labour Force

E-1 to E-4—Unemployment Insurance

B-1—Labour Income

F-1 and F-2—Prices

C-1 to C-7—Employment, Hours and Earnings

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

### A—Labour Force

TABLE A-1—Regional Distribution, Week Ended May 24, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
	(in thousands)					
THE LABOUR FORCE.....	8,248	666	2,294	3,056	1,384	848
Men.....	5,622	462	1,590	2,048	949	573
Women.....	2,626	204	704	1,008	435	275
14-19 years.....	829	72	227	269	167	94
20-24 years.....	1,289	131	402	432	207	117
25-44 years.....	3,491	246	1,000	1,349	534	362
45-64 years.....	2,412	199	613	912	431	257
65 years and over.....	227	18	52	94	45	18
EMPLOYED.....	7,862	614	2,128	2,959	1,351	810
Men.....	5,333	419	1,459	1,983	926	546
Women.....	2,529	195	669	976	425	264
Agriculture.....	592	28	120	139	279	26
Non-agriculture.....	7,270	586	2,008	2,820	1,072	784
Paid workers.....	6,751	534	1,844	2,639	1,007	727
Men.....	4,444	357	1,240	1,724	640	483
Women.....	2,307	177	604	915	367	244
UNEMPLOYED.....	386	52	166	97	33	38
Men.....	289	43	131	65	23	27
Women.....	97	*	35	32	10	11
PERSONS NOT IN LABOUR FORCE.....	6,344	691	1,895	2,155	983	620
Men.....	1,611	210	477	524	244	156
Women.....	4,733	481	1,418	1,631	739	464

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.



**TABLE A-2—Age, Sex and Marital Status, Week Ended May 24, 1969**

	<i>Total</i>	<i>14-19 Years All Persons</i>	<i>20-64 years</i>				<i>65 Years and Over All Persons</i>
			<i>Men</i>		<i>Women</i>		
			<i>Married</i>	<i>Other</i>	<i>Married</i>	<i>Other</i>	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	14,592	2,419	4,136	1,157	4,220	1,128	1,532
LABOUR FORCE.....	8,248	829	3,979	996	1,410	807	227
Employed.....	7,862	739	3,845	910	1,372	780	216
Unemployed.....	386	90	134	86	38	27	11
NOT IN LABOUR FORCE.....	6,344	1,590	157	161	2,810	321	1,305
PARTICIPATION RATE†							
1969—May 24.....	56.5	34.3	96.2	86.1	33.4	71.5	14.8
April 19.....	55.4	31.6	95.5	80.8	33.6	70.3	14.3
UNEMPLOYMENT RATE‡							
1969—May 24.....	4.7	10.9	3.4	8.6	2.7	3.3	4.8
April 19.....	5.4	11.5	4.4	10.8	2.8	2.7	5.0

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey, DBS.

**TABLE A-3—Unemployed, Week Ended May 24, 1969**

	<i>May 1969</i>	<i>April 1969</i>	<i>May 1968</i>
<i>(in thousands)</i>			
TOTAL UNEMPLOYED	386	432	366
On temporary layoff up to 30 days	24	28	19
Without work and seeking work	362	404	347
SEEKING:			
Full-time work	339	383	327
Part-time work	23	21	20
Under 1 month	117	91	100
1-3 months	103	125	108
4-6 months	71	116	77
More than 6 months	71	72	62

SOURCE: Labour Force Survey, DBS.

## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Monthly Totals										
Year and Month	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	Totals **
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,972	11,461	1,818	35,230
1968—March.....	72.2	721.2	236.8	29.0	184.9	51.4	391.3	911.1	146.5	2,758.7
April.....	70.5	744.7	241.7	25.7	198.9	51.6	398.9	918.2	151.3	2,819.8
May.....	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September.....	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November.....	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December.....	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January.....	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February*.....	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March*.....	78.5	815.3	261.5	31.2	200.5	53.2	447.6	1,032.9	167.8	3,104.2
April†.....	75.6	818.8	264.3	27.5	207.9	54.2	453.6	1,042.8	168.5	3,131.9
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—March.....	71.7	730.5	247.4	35.0	213.1	52.9	399.9	918.8	143.7	2,835.6
April.....	73.0	752.9	246.3	34.2	215.5	52.6	403.3	927.1	146.2	2,873.9
May.....	72.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June.....	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July.....	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August.....	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September.....	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October.....	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November.....	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December.....	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January*.....	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,019.1	161.6	3,113.3
February*.....	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,040.5	164.5	3,162.5
March*.....	78.1	826.0	273.6	39.3	230.4	55.0	457.7	1,038.9	165.8	3,187.9
April†.....	78.4	826.5	270.0	39.1	227.6	55.4	458.6	1,041.5	166.1	3,186.6

\* Revised.   † Preliminary.

† Includes post office wages and salaries.   \*\* Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).



## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at February 1969, employers in the principal non-agricultural industries reported a total employment of 3,597,381. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establish-

ments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite†			Manufacturing			
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)			
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	
			\$				\$
AVERAGE							
1964.....	108.2	110.6	86.51	111.1	110.9	90.42	
1965.....	114.3	116.3	91.01	117.2	116.2	94.78	
1966.....	120.7	123.1	96.30	123.5	122.8	100.13	
1967.....	122.6	131.4	102.79	123.2	130.6	106.53	
1968†.....	122.7	140.4	109.88	122.1	140.3	114.42	
1968—February.....	117.1	137.0	107.18	117.7	136.5	111.32	
March.....	118.0	137.5	107.57	119.4	136.7	111.48	
April.....	119.3	139.3	108.95	120.2	140.2	114.33	
May.....	122.6*	139.9	109.46*	122.0	140.2	114.35	
June.....	124.6	140.5	109.96	123.3	140.1	114.23	
July.....	124.0	140.6	109.97	121.8	138.8	113.20	
August.....	126.9	141.8	110.95*	125.3	140.4	114.48	
September.....	126.7	143.8	112.52	125.7	143.6	117.08	
October.....	126.0	144.3	112.90	124.5	144.8	118.08	
November.....	125.7	144.9	113.37	124.0	145.5	118.70	
December.....	122.7	140.5	109.94	121.4	140.9	114.92	
1969—January*.....	121.4	145.8	114.04	121.8	146.5	119.47	
February*.....	122.1	147.2	115.20	122.5	148.1	120.80	
March†.....	122.8	148.3	116.04	123.2	149.2	121.70	

\*Revised. †Preliminary.

†Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

**TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries**

This table was unavailable from the DBS this month. It will reappear in the September issue.

**TABLE C-3—Estimates of Employees by Industry, Provinces and Canada**

						Trans- porta- tion, Communi- cation and Other Utilities			Community, Business and Personal Services			
	Forestry	Mines, Quarries and Oil Wells	Manufacturing Non- durables	Durables	Con- struc- tion		Trade	Finance, Insurance and Real Estate	Non com- mercial Sector†	Com- mercial Sector‡	Public Adminis- tration**	Total Specified Industries
(in thousands)												
CANADA												
Feb. 1969*	—	120.8	845.7	800.6	318.0	—	998.5	290.5	1,126.7	627.2	403.9	6,216.0
Jan. 1969*	47.6	119.9	838.5	794.8	313.7	629.1	1,003.2	288.6	1,114.3	619.5	406.3	6,181.5
Feb. 1968	54.3	117.4	805.6	747.3	297.7	618.9	929.6	267.1	1,055.7	570.4	396.7	5,861.7
NEWFOUNDLAND												
Jan. 1969*	2.1	5.8	8.4	1.6	6.4	12.9	16.8	2.0	21.8	7.4	7.8	93.3
Dec. 1968*	1.4	5.7	8.7	1.5	6.2	14.4	17.6	2.1	22.8	7.4	7.7	95.6
Jan. 1968	2.1	5.6	9.1	1.7	7.0	14.4	15.3	1.8	21.7	6.1	7.6	92.5
PRINCE EDWARD ISLAND												
Jan. 1969*	—	—	2.3	0.3	1.2	2.7	4.0	0.6	6.1	1.4	2.0	20.6
Dec. 1968*	—	—	2.3	0.3	1.4	3.0	4.3	0.6	6.1	1.5	2.1	21.5
Jan. 1968	—	—	1.3	0.4	1.2	2.7	3.6	0.6	5.7	1.7	2.1	19.3
NOVA SCOTIA												
Jan. 1969*	2.5	6.8	17.2	13.2	11.6	23.5	31.5	6.9	39.1	13.8	20.2	186.2
Dec. 1968*	1.4	7.0	17.9	13.5	11.6	21.9	33.6	6.6	38.5	13.3	20.1	185.4
Jan. 1968	2.0	7.1	16.9	14.7	9.7	21.8	28.5	6.4	37.0	12.3	19.1	175.4
NEW BRUNSWICK												
Jan. 1969*	3.4	2.3	15.9	10.6	8.1	21.8	25.4	4.4	31.0	9.3	11.2	143.5
Dec. 1968*	5.0	2.2	16.2	10.7	8.0	21.2	27.0	4.4	31.5	9.8	10.9	146.8
Jan. 1968	4.4	2.4	15.3	10.6	7.3	23.3	22.9	4.3	30.2	9.6	10.5	140.7
QUEBEC												
Jan. 1969*	12.5	23.7	316.6	192.9	71.4	172.7	252.5	80.3	304.5	161.2	89.3	1,677.6
Dec. 1968*	15.4	23.8	314.6	193.6	65.8	176.3	261.7	79.8	302.9	160.6	82.0	1,676.2
Jan. 1968	19.9	24.7	303.4	185.2	68.6	166.8	237.5	74.3	287.9	150.5	86.7	1,605.5
ONTARIO												
Jan. 1969*	11.1	34.9	366.8	453.4	133.2	203.2	398.7	124.6	410.2	251.2	167.3	2,554.7
Dec. 1968*	11.3	34.4	364.9	450.4	130.4	204.8	418.6	124.2	412.4	248.8	166.8	2,567.0
Jan. 1968	12.5	34.2	353.0	443.4	119.1	205.9	371.0	116.6	377.6	226.0	160.2	2,419.6
MANITOBA												
Jan. 1969*	0.7	7.2	27.6	19.9	13.9	43.5	50.7	13.1	51.5	29.2	19.1	276.4
Dec. 1968*	0.6	6.7	27.6	19.8	14.0	44.3	53.1	12.8	52.6	29.6	19.0	280.1
Jan. 1968	0.7	6.5	26.1	18.9	13.4	43.7	51.8	12.4	49.6	27.1	19.2	269.4
SASKATCHEWAN												
Jan. 1969*	0.6	5.1	9.2	5.6	10.2	24.6	38.9	8.3	48.1	19.6	16.9	187.0
Dec. 1968*	0.5	5.1	9.5	5.2	11.4	25.7	42.3	8.4	48.4	19.7	17.1	193.3
Jan. 1968	0.6	5.0	9.2	5.8	12.2	24.6	37.6	8.2	47.9	17.1	17.3	185.4
ALBERTA												
Jan. 1969*	1.7	22.4	25.9	24.5	29.2	47.8	80.7	18.8	93.9	51.2	31.3	427.5
Dec. 1968*	1.7	21.6	26.2	24.0	31.2	47.7	86.1	18.7	96.3	50.3	31.6	435.3
Jan. 1968	1.4	20.9	25.1	25.8	32.6	46.7	75.2	16.1	86.7	47.2	30.5	408.2
BRITISH COLUMBIA												
Jan. 1969*	13.0	9.3	48.4	72.7	27.7	75.1	102.9	29.6	106.4	73.8	38.9	598.1
Dec. 1968*	16.0	9.3	49.0	73.4	29.1	76.6	110.7	30.0	110.2	74.5	38.6	617.4
Jan. 1968	16.6	9.5	45.9	66.9	31.1	74.5	94.5	25.8	100.6	66.1	38.2	569.7

\* Preliminary. † Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households. ‡ Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. \*\* Excludes non-civilian employees.

NOTE: Revised total national estimates for December 1968 and January 1969 will not be published in the LABOUR GAZETTE because of a change in the method of computing these data. In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

Basis: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

**TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries**

This table was unavailable from DBS this month. It will reappear in the September issue.



TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb.	Jan.	Feb.	Feb.	Jan.	Feb.	Feb.	Jan.	Feb.
	1969	1969	1968	1969	1969	1968	1969	1969	1968
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	42.2	41.9	42.7	3.23	3.22	3.02	136.42	135.10	128.94
Metals.....	41.1	41.1	41.5	3.31	3.31	3.11	136.00	135.92	129.21
Mineral fuels.....	42.7	42.8	43.7	2.81	2.78	2.58	120.05	119.10	112.53
Non-metals, except fuels.....	42.7	43.3	43.4	3.00	3.03	2.85	128.10	130.92	123.61
Quarries and sand pits.....	44.9	41.9	44.5	2.56	2.47	2.36	115.05	103.21	105.12
Services incidental to mining.....	45.6	43.5	46.6	3.58	3.57	3.29	163.47	155.13	153.20
MANUFACTURING.....	40.3	40.1	40.4	2.72	2.71	2.49	109.47	108.42	100.56
Durable goods.....	40.9	40.6	40.9	2.92	2.91	2.67	119.41	118.06	109.27
Non-durable goods.....	39.7	39.5	39.9	2.50	2.49	2.31	99.30	98.55	92.26
Food and beverages.....	38.9	39.0	39.4	2.45	2.45	2.26	95.34	95.57	89.16
Foods.....	38.8	39.0	39.3	2.37	2.37	2.21	92.09	92.45	86.62
Beverages.....	39.8	39.6	40.3	3.00	3.00	2.67	119.40	118.95	107.70
Tobacco processing and products.....	38.2	38.0	38.6	2.70	2.67	2.43	103.14	101.36	93.64
Rubber products.....	41.3	41.2	41.4	2.81	2.80	2.52	116.01	115.58	104.35
Leather products.....	40.0	39.9	40.5	1.84	1.83	1.71	73.50	73.15	69.27
Textile products.....	41.3	41.3	41.1	2.14	2.13	1.96	88.37	87.94	80.52
Miscellaneous textiles.....	39.9	39.1	39.8	2.26	2.24	1.81	89.93	87.76	72.06
Knitting mills.....	40.4	40.3	41.2	1.66	1.65	1.53	67.25	66.49	62.87
Clothing.....	37.4	36.8	37.9	1.85	1.83	1.69	69.27	67.35	64.09
Wood products.....	40.2	38.6	40.6	2.61	2.58	2.39	104.91	99.79	97.23
Furniture and fixtures.....	42.0	41.3	41.7	2.14	2.13	1.98	89.78	88.17	82.45
Paper and allied industries.....	41.2	41.0	40.9	3.18	3.18	2.96	131.14	130.31	121.12
Pulp and Paper mills.....	41.5	41.2	41.1	3.47	3.48	3.22	143.85	143.23	132.40
Printing, publishing and allied industries.....	37.7	37.5	38.1	3.20	3.18	2.97	120.84	119.12	113.27
Primary metal industries.....	40.9	40.6	40.8	3.23	3.23	3.05	132.08	131.26	124.20
Iron and steel mills.....	40.3	40.0	40.2	3.35	3.35	3.17	135.00	134.06	127.11
Metal fabricating industries.....	41.1	40.8	41.2	2.88	2.85	2.63	118.47	116.16	108.50
Machinery, except electrical.....	41.6	41.1	41.3	3.13	3.09	2.81	130.09	127.26	115.87
Transportation equipment.....	40.7	41.0	41.0	3.24	3.22	2.87	131.94	132.06	117.55
Aircraft and parts.....	41.9	42.1	41.7	3.15	3.14	2.95	132.13	131.95	123.09
Motor vehicles.....	40.5	40.9	40.9	3.34	3.32	2.88	135.10	135.77	117.77
Assembling.....	40.3	40.9	40.5	3.57	3.54	3.22	143.84	144.96	130.71
Parts and accessories.....	40.7	41.0	41.2	3.21	3.19	2.67	130.80	130.67	110.04
Shipbuilding and repairing.....	39.5	39.7	39.9	3.22	3.17	2.87	126.96	125.78	114.62
Electrical products.....	40.6	40.6	40.3	2.63	2.62	2.45	106.51	106.32	98.46
Communications equipment.....	40.3	40.5	40.0	2.49	2.48	2.35	100.50	100.42	94.09
Non-metallic mineral products.....	41.2	41.7	41.7	2.82	2.81	2.60	116.18	117.14	108.26
Petroleum and coal products.....	42.1	42.6	42.9	3.72	3.72	3.49	156.87	158.47	149.68
Chemical and chemical products.....	40.5	40.3	40.9	2.90	2.89	2.69	117.42	116.25	110.07
Miscellaneous manufacturing industries.....	40.3	39.9	40.6	2.19	2.18	2.05	88.48	86.86	83.00
CONSTRUCTION.....	40.0	38.5	40.4	3.59	3.53	3.29	144.14	135.94	132.89
Building.....	38.7	37.5	38.7	3.67	3.60	3.35	142.04	135.28	129.80
General contractors.....	38.8	37.5	39.2	3.51	3.47	3.25	136.37	130.09	127.49
Special trade contractors.....	38.7	37.5	38.3	3.77	3.70	3.44	145.88	138.83	131.58
Engineering.....	43.9	41.1	44.5	3.41	3.33	3.16	149.83	136.90	140.37
Highways, bridges and streets.....	45.5	43.9	44.3	2.79	2.72	2.56	126.78	119.31	113.39
Other engineering.....	42.9	39.4	44.6	3.83	3.78	3.55	164.34	148.86	158.21
OTHER INDUSTRIES									
Urban transit.....	41.4	41.3	40.8	3.31	3.33	3.11	136.87	137.38	126.91
Highway and bridge maintenance.....	38.0	37.4	40.6	2.55	2.61	2.36	96.52	97.63	95.59
Laundries, cleaners and pressers.....	36.9	36.6	38.3	1.58	1.58	1.46	58.32	57.77	55.74
Hotels, restaurants and taverns.....	32.6	31.8	33.5	1.60	1.58	1.47	52.03	50.35	49.20

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings*, (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1964.....	41.0	2.02	79.51	106.8	103.7
1965.....	41.0	2.12	82.96	111.4	106.3
1966.....	40.8	2.25	86.94	116.8	108.8
1967.....	40.3	2.40	91.65	123.1	110.5
1968†.....	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—February.....	40.4	2.49	100.56	135.1	113.9
March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.52	140.4	117.2
June.....	40.4	2.57	103.94	139.6	115.9
July.....	40.0	2.56	102.23	137.3	113.7
August.....	40.4	2.59	104.63	140.5	116.1
September.....	41.0	2.62	107.43	144.3	118.9
October.....	40.9	2.64	108.22	145.4	119.2
November.....	40.9	2.66	108.68	146.0	119.4
December.....	38.0	2.70	102.56	137.8	112.4
1969—January*.....	40.1	2.71	108.42	145.6	118.8
February†.....	40.3	2.72	109.47	147.0	119.4

\*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	February 1969	January 1969	February 1968	February 1969	January 1969	February 1968
				\$	\$	\$
Newfoundland.....	42.7	39.4	40.4	2.30	2.37	2.25
Nova Scotia.....	39.9	39.0	39.3	2.18	2.15	2.04
New Brunswick.....	41.1	41.1	40.9	2.24	2.24	2.12
Quebec.....	41.1	41.1	41.2	2.44	2.43	2.25
Ontario.....	40.2	40.1	40.4	2.85	2.84	2.59
Manitoba.....	39.2	39.0	39.4	2.40	2.37	2.21
Saskatchewan.....	38.8	38.3	39.4	2.88	2.89	2.65
Alberta.....	39.2	38.3	39.8	2.74	2.73	2.55
British Columbia.....	38.0	36.8	38.0	3.39	3.39	3.15

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).



## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS,

from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note page 307, May issue.

**TABLE E-1**—Estimates of the Insured Population under the Unemployment Insurance Act

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1969—February.....	5,455,000	4,824,000	631,000
January.....	5,447,000	4,831,000	616,000
1968—December.....	5,397,000	4,899,100	497,900
November.....	5,356,000	5,014,400	341,600
October.....	5,295,000	5,030,500	264,500
September.....	5,301,000	5,054,300	246,700
August.....	5,320,000	5,050,200	269,800
July.....	5,256,000	4,935,000	321,000
June*.....	5,262,000	4,970,900	291,100
May.....	4,727,000	4,405,600	321,400
April.....	4,859,000	4,284,000	575,000
March.....	4,894,000	4,237,100	656,900
February.....	4,864,000	4,204,500	659,500

\*Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 a year.

**TABLE E-4**—Benefit Payments, by Province, March 1969

<i>Province</i>	<i>Weeks Paid</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	124,958	3,803,615
Prince Edward Island.....	25,460	738,218
Nova Scotia.....	114,289	3,428,822
New Brunswick.....	108,560	3,309,865
Quebec.....	640,680	20,734,228
Ontario.....	563,954	17,574,573
Manitoba.....	88,211	2,709,004
Saskatchewan.....	86,658	2,690,161
Alberta.....	87,940	2,794,040
British Columbia.....	263,832	8,658,044
Total, Canada, March 1969.....	2,104,542	66,440,570
Total, Canada, February 1969.....	2,144,751	67,393,894
Total, Canada, March 1968.....	2,399,837	63,704,797

**TABLE E-3**—Number of Initial and Renewal Claims Filed in Local Offices in each Province

<i>Province</i>	<i>March 1969</i>			<i>March 1968</i>		
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total</i>	<i>Initial</i>	<i>Renewal</i>
CANADA.....	158,436	124,203	34,233	182,998	138,228	44,770
Newfoundland.....	5,576	4,830	746	6,259	5,101	1,158
Prince Edward Island.....	1,059	948	111	987	892	95
Nova Scotia.....	7,467	6,133	1,334	7,202	5,574	1,628
New Brunswick.....	7,677	6,644	1,033	7,746	6,568	1,178
Quebec.....	53,939	42,190	11,749	63,635	47,226	16,409
Ontario.....	48,922	37,161	11,761	58,600	43,471	15,129
Manitoba.....	5,720	4,740	980	6,092	4,957	1,135
Saskatchewan.....	5,191	4,350	841	4,844	4,036	808
Alberta.....	6,897	5,435	1,462	8,058	6,308	1,750
British Columbia.....	15,988	11,772	4,216	19,575	14,095	5,480

\*In addition, revised claims numbered 39,650.

TABLE E-2— Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at March 31, 1969

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants March 29, 1968
		1-4	5-13	14-26	27 or more*	
CANADA.....	594,148	158,828	213,180	178,277	43,863	656,941
Male.....	428,262	117,645	160,320	128,426	21,871	482,310
Female.....	165,886	41,183	52,860	49,851	21,992	174,631
NEWFOUNDLAND.....	32,001	5,045	12,565	13,160	1,231	33,086
Male.....	28,532	4,505	11,376	11,898	753	29,820
Female.....	3,469	540	1,189	1,262	478	3,266
PRINCE EDWARD ISLAND.....	6,362	1,243	2,217	2,747	155	6,444
Male.....	5,059	992	1,751	2,229	87	5,343
Female.....	1,303	251	466	518	68	1,101
NOVA SCOTIA.....	34,700	7,875	14,928	10,059	1,838	35,748
Male.....	27,928	6,416	12,316	7,976	1,220	28,841
Female.....	6,772	1,459	2,612	2,083	618	6,907
NEW BRUNSWICK.....	32,277	5,939	11,835	12,666	1,837	34,143
Male.....	24,706	4,653	9,713	9,242	1,098	27,399
Female.....	7,571	1,286	2,122	3,424	739	6,744
QUEBEC.....	190,796	51,483	67,243	56,398	15,672	210,607
Male.....	143,104	40,568	52,773	41,720	8,043	163,717
Female.....	47,692	10,915	14,470	14,678	7,629	46,890
ONTARIO.....	163,388	51,549	56,441	41,487	13,911	194,317
Male.....	103,099	34,375	37,190	25,183	6,351	124,490
Female.....	60,289	17,174	19,251	16,304	7,560	69,827
MANITOBA.....	23,584	6,027	9,118	6,883	1,556	25,603
Male.....	16,925	4,020	6,757	5,371	777	18,817
Female.....	6,659	2,007	2,361	1,512	779	6,786
SASKATCHEWAN.....	22,500	4,483	8,515	8,213	1,289	20,484
Male.....	17,795	3,471	6,815	6,852	657	16,231
Female.....	4,705	1,012	1,700	1,361	632	4,253
ALBERTA.....	24,962	7,261	9,481	6,440	1,780	26,059
Male.....	17,993	5,495	7,099	4,668	731	19,232
Female.....	6,969	1,766	2,382	1,772	1,049	6,827
BRITISH COLUMBIA.....	63,578	17,923	20,837	20,224	4,594	70,450
Male.....	43,121	13,150	14,530	13,287	2,154	48,420
Female.....	20,457	4,773	6,307	6,937	2,440	22,030

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—May.....	119.3	120.1	117.9	120.7	114.5	127.4	119.2	121.3
June.....	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July.....	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August.....	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September.....	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October.....	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February.....	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March.....	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April.....	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May.....	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
(1949 = 100)								
May.....	161.4*							

\* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of April 1969**

	All-Items			Food	Housing	Clothing	Trans- portation	Health and Personal Care	Recrea- tion and Reading	Tobacco and Alcohol
	May 1969	April 1969	May 1968							
(1961 = 100)										
St. John's, Nfld. ....	119.0	118.7	115.7	119.0	113.1	125.9	111.8	128.8	109.1	143.6
Halifax.....	119.3	119.0	113.4	124.5	111.8	123.3	111.4	134.1	125.2	127.7
Saint John.....	119.5	119.3	114.7	123.2	111.3	126.6	117.9	128.6	126.7	126.6
Montreal.....	121.4	121.0	117.6	124.2	112.6	121.6	122.1	127.4	136.8	128.4
Ottawa.....	122.7	121.9	117.5	127.1	113.0	124.9	118.4	136.1	136.2	132.2
Toronto.....	123.3	123.2	118.5	123.8	117.2	126.3	125.8	134.1	123.6	130.1
Winnipeg.....	122.2	121.9	117.2	124.1	111.7	130.1	123.4	138.2	126.6	129.2
Saskatoon-Regina.....	118.9	118.3	115.2	123.3	112.8	124.5	113.3	125.2	126.9	121.8
Edmonton-Calgary.....	120.8	120.3	115.6	124.6	114.8	124.0	117.4	136.7	127.7	115.4
Vancouver.....	118.5	118.2	114.4	124.6	112.3	122.4	115.9	128.3	118.2	113.5

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lock-

outs that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**TABLE G-1—Strikes and Lockouts, 1964-69**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
*1968—May.....	64	116	30,993	410,710	0.30
June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
*1969—January.....	33	64	10,048	125,680	0.09
February.....	26	62	15,467	137,070	0.11
March.....	38	83	22,696	169,120	0.13
April.....	50	95	30,211	272,490	0.20
May.....	64	125	108,563	1,099,450	0.79

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, May 1969 by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—
Mines.....	10	4,350	62,460
Manufacturing.....	60	13,289	160,240
Construction.....	22	39,228	694,050
Transportation and utilities.....	5	6,877	91,230
Trade.....	10	2,520	39,010
Finance.....	—	—	—
Service.....	15	41,300	48,880
Public administration.....	3	999	3,580
ALL INDUSTRIES.....	125	108,563	1,099,450

**TABLE G-3—Strikes and Lockouts, May 1969 by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	3	1,836	11,170
Prince Edward Island.....	—	—	—
Nova Scotia.....	4	293	2,820
New Brunswick.....	4	506	1,930
Quebec.....	35	56,334	267,650
Ontario.....	49	37,320	674,070
Manitoba.....	—	—	—
Saskatchewan.....	4	440	3,210
Alberta.....	5	573	12,030
British Columbia.....	18	4,791	37,920
Federal.....	3	6,470	88,650
ALL JURISDICTIONS.....	125	108,563	1,099,450



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			May	Accumulated		
MINES						
Metal						
Granduc Mines Limited, Stewart, B.C.	Labourers Loc. 168 (AFL-CIO/CLC)	171	3,590	10,600	Mar. 4 —	5-day workweek—
Caland Ore Ltd., Atikokan, Ont.	Steelworkers Loc. 5855 (AFL-CIO/CLC)	323	6,140	6,140	May 4 —	Wages—
Wabush Mines Co., Pointe Noire, Que.	Steelworkers Locs. 6254 & 6680 (AFL-CIO/CLC)	463	7,870	7,870	May 7 —	Wages, hours—
Iron Ore Co. of Canada Ltd., Sept-Iles and Schefferville, Que.	Steelworkers Locs. 5569 & 5567 (AFL-CIO/CLC)	1,030	14,420	14,420	May 11 —	Wages, hours—
Quebec Cartier Mining Co., Port Cartier and Gagnon, Que.	Steelworkers Locs. 6869 & 5778 (AFL-CIO/CLC)	1,100	14,300	14,300	May 13 —	Wages, hours—
Gaspe Copper Mines Ltd., Murdochville, Que.	Steelworkers Loc. 6086 (AFL-CIO/CLC)	700	8,400	8,400	May 14 —	Wages—
Non-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	3,630	7,600	Mar. 30 —	Wages—
Advocate Mines Ltd., Baie Verte, Nfld.	Asbestos Workers Loc. 1612 (AFL-CIO/CLC)	330	2,970	2,970	May 22 —	Wages—
MANUFACTURING						
Food and Beverages						
Nestle (Canada) Ltd., Chesterville, Ont.	Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC)	199	1,390	10,750	Feb. 22 May 12	Wages—10% increase eff. Nov. 1, 1968, 8% eff. Nov. 1, 1969, time and one half for Saturdays.
St-Lawrence Sugar Co. Ltd., Mortreal, Que.	Bakery Workers Loc. 333 (CLC)	270	5,670	9,180	Apr. 14 —	Wages—
Canada and Dominion Sugar Co. Ltd., Montreal, Que.	Bakery Workers Loc. 333 (CLC)	400	4,800	9,600	Apr. 15 May 20	Wages—12% wage increase over a 2-yr. contract.
Canada Starch Co. Ltd., Cardinal, Ont.	Retail, Wholesale Employees Loc. 483 (AFL-CIO/CLC)	500	10,500	12,000	Apr. 26 —	Wages, other benefits—
Vachon Inc., Ste-Marie de Beauce, Que.	Bakery Workers Loc. 482 (CLC)	612	7,960	7,960	May 13 —	Wages, hours, working conditions, other benefits—
Fisheries Corp. Ltd., Harbour Grace, Nfld.	Unorganized	300	450	450	May 22 May 23	Suspension of seven workers for refusing to work overtime—Re- turn of workers.

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			May	Accumulated		
Liqueurs Saguenay Ltée, Chicoutimi, Que.	Commerce and Office Employees (CNTU)	110	110	110	May 30 —	Renewal of contract—
Leather						
Hartt Boot & Shoe, Fredericton, N.B.	Food and Allied Workers Loc. 694 (AFL-CIO/CLC)	153	1,220	1,220	May 21 —	Wages—
Wood						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,210	12,090	Dec. 17 —	Wages, fringe benefits, holidays—
Furniture and Fixtures						
Princeville Furniture Inc., Princeville, Que.	Building and Woodworkers' Federation (CNTU)	150	2,700	6,000	Mar. 31 May 28	Not reported—Not reported.
Vilas Industries Ltd., Cowansville, Que.	Building and Woodworkers' Federation (CNTU)	300	1,800	1,800	May 23 —	Not reported—
Paper						
Lily Cups Limited, Scarborough, Ont.	Printing Pressmen Loc. 466 (AFL-CIO/CLC)	300	6,300	19,050	Feb. 28 —	Failure to reach agreement—
The Bowaters' Nfld. Ltd., Corner Brook, Nfld.	Four unions	1,206	7,750	35,310	Mar. 30 May 10	Integration of company pension plan and Canada Pension plan— Return of workers when issue settled.
Consolidated-Bathurst Packaging Ltd., Port Whitby, Ont.	Woodworkers Loc. 242 (AFL-CIO/CLC)	108	50	50	May 5 May 5	Disagreement between manage- ment and six workers—Union ordered men back to work.
Printing and Publishing						
Council of Printing Industries of Ontario, Toronto, Ont.	Printing Pressmen Loc. 10 (AFL-CIO/CLC)	475	8,550	10,450	Apr. 25 May 26	Wages—Wage increases.
Primary Metals						
East Coast Smelting & Chemical Co. Limited, Belledune, N.B.	Steelworkers Loc. 7085 (AFL-CIO/CLC)	310	620	620	May 22 May 26	Alleged grievances—Return of workers.
Metal Fabricating						
Nicholson File Co. of Canada Ltd., Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	237	2,130	19,670	Jan. 16 May 14	Wages, contract language—Wage increase, other improved benefits.
Donald Rope & Wire Cloth Ltd., Hamilton, Ont.	Steelworkers Loc. 3325 (AFL-CIO/CLC)	240	3,120	3,120	May 13 —	Wages—
Machinery						
Canron Limited, Three Rivers, Que.	Steelworkers (AFL-CIO/CLC)	450	900	900	May 12 May 14	Wages, seniority, other benefits— Not reported.
Otis Elevator Co. Ltd., Hamilton, Ontario.	Steelworkers Loc. 1762 (AFL-CIO/CLC)	553	7,190	7,190	May 14 —	Wages, working conditions—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			May	Accumulated		
<i>Transportation Equipment</i>						
Fairbanks Morse (Canada) Limited, Kingston, Ontario.	U.E. Loc. 422 (Ind.)	117	2,460	3,980	Apr. 12 —	Wages—
Sicard Inc., Ste. Therese, Que.	Auto Workers Locs. 728 & 1146 (CLC)	530	11,130	15,370	Apr. 21 —	Wages—
Kelsey Hayes (Canada) Ltd., Woodstock, Ont.	Auto Workers Loc. 636 (CLC)	360	1,800	2,880	Apr. 27 May 7	Wages, other benefits—Wage in- creases, other improved benefits.
Northwest Industries Ltd., Edmonton, Alta.	Machinists Loc. 1579 (AFL-CIO/CLC)	400	8,400	8,400	May 1 —	Wages—
<i>Electrical Products</i>						
Fergus Cables Ltd., Div. of Canada Wire & Cable Ltd., Fergus, Ont.	I.B.E.W. Loc. 804, (AFL-CIO/CLC)	184	3,860	10,480	Mar. 11 —	Wages, working conditions—
McGraw-Edison (Canada) Ltd., Scarborough, Ont.	Steelworkers Loc. 7134 (AFL-CIO/CLC)	223	3,790	10,920	Mar. 17 May 27	Failure to reach agreement— Increase of 7½ % across the board; other improved benefits.
Lenkurt Electric Co., Burnaby, B.C.	I.B.E.W. Loc. 264 (AFL-CIO/CLC)	450	4,950	8,550	Apr. 21 May 16	Wages—Return of workers.
<i>Non-Metallic Mineral Products</i>						
Canadian Salt Ltd., Windsor, Ont.	Auto Workers Locs. 195 & 240 (CLC)	107	2,250	9,710	Jan. 9 —	Delay in new contract negotiations.
Dominion Glass Company Limited, Wallaceburg, Ont.	Glass and Ceramic Workers Locs. 235 & 246 (AFL-CIO/CLC)	831	830	20,690	Mar. 27 May 2	Wages, other benefits—Return of workers.
Libby, Owen Ford Glass Co. of Canada, Collingwood, Ont.	Glass and Ceramic Workers Loc. 252 (AFL-CIO/CLC)	300	6,300	11,100	Apr. 9 —	Wages in a first agreement—
Asbestonos Corporation Ltd., St. Lambert, Que.	Les Travailleurs Unis de St. Lambert Inc.	150	2,850	2,850	May 5 —	Not reported—
<i>Petroleum &amp; Coal Products</i>						
Six oil refineries, Lower Mainland, B.C.	Oil Workers, Loc. 9-601 (AFL-CIO/CLC)	700	4,940	4,940	May 21 —	Wages, fringe benefits—
<i>Chemical Products</i>						
Canadian Liquid Air Ltd., Montreal, Que.	Steelworkers Loc. 6394 (AFL-CIO/CLC)	320	6,720	10,880	Apr. 14 —	Wages, jobs evaluation, employees classifications—
Liquid Carbonic Ltd., Scarborough, Ont.	District 50 (U.M.W.A.) Loc. 12998 (Ind.)	100	200	200	May 26 May 29	Suspension of one employee for cause—Return of workers.
<i>Miscellaneous Manufacturing</i>						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	77,120	May 17 1968	Wages, union security, grievance procedure—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration Man-Days		Starting Date — Termination Date	Major Issues — Results
			May	Accumulated		
The Lufkin Rule Co. of Canada Ltd., Barrie, Ont.	Steelworkers Loc. 6709 (AFL-CIO/CLC)	190	3,990	6,460	Apr. 14 —	Wages—
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,200	45,000	July 15 —	Wages, other benefits—
Lakehead Sheet Metal Contractors Association, Various locations— Fort William and Port Arthur, Ont.	Sheet Metal Workers Loc. 397 (AFL-CIO/CLC)	225	450	10,140	Feb. 28 May 5	Wages, fringe benefits—\$1.15 per hr. increase over a 28 mo. con- tract; 5-day and 40-hour work week.
Mechanical Industrial Relations Associations, Province-wide, B.C.	Plumbers Loc. 170 (AFL-CIO/CLC)	900	11,700	22,500	Apr. 15 May 21	Wages, other benefits—\$1.16 an hr. increase retroactive Apr. 1, 1969, 32¢ Nov 1, 1969; other improved benefits.
B.C. Lathing & Plastering Contractors Association, Greater Vancouver area, B.C.	Various unions	181	910	2,720	Apr. 17 May 8	Wages, fringe benefits, length of contract—37¢ an hr. increase immediately, 23¢ Dec. 1, 1969; 7½ from 8-hour day, other im- proved benefits.
Toronto Construction Association, Metro Toronto, Ont.	Various unions	25,000	528,500	528,500	May 1 —	Wages—
Hamilton Construction Association, Hamilton, Ont.	Various unions	1,058	19,400	19,400	May 2 —	Wages—
Various Construction Associations and Federation, Quebec and area & lower St. Lawrence and area, Que.	Building and Woodworkers' Federation (CNTU)	7,000	98,000	98,000	May 12 —	Wages, hours, security of em- ployment, seniority—
Master Insulators' Association of Ontario Inc., Various locations, Ontario.	Asbestos Workers Loc. 95 (AFL-CIO/CLC)	800	9,600	9,600	May 14 —	Wages—
Electrical Contractors Assoc. of Ottawa, Ottawa, Ontario.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	1,667	12,650	12,650	May 15 —	Wages—
Fischbach & Moore, Colonsay, Sask.	Various unions	223	340	340	May 26 May 28	Jurisdictional dispute—Return of workers.
Several Electrical Contractors, Metro Vancouver, B.C.	I.B.E.W. Loc. 213 (AFL-CIO/CLC)	120	600	600	May 26 —	Wages, working conditions—
Windsor Construction Association, Windsor, Ontario.	Various unions	1,506	4,520	4,520	May 28 —	Wages—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration Man-Days		Starting Date — Termination Date	Major Issues — Results
			May	Accumulated		
TRANSPORTATION AND UTILITIES						
Transportation						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,480	8,070	Feb. 19 —	Hours of work, safety conditions—
*Air Canada, Canada-wide.	Machinists various locals (AFL-CIO/CLC)	6,330	85,910	131,120	Apr. 21 May 20	Wages—16% wage increase over 26-month period; improved fringe benefits.
Vancouver Island Coach Lines Ltd., Victoria, B.C.	Railway, Transport and General Workers Loc. 234 (CLC)	107	1,830	1,830	May 8 —	Wages, working conditions—
Power, Gas and Water						
Ontario Hydro Electric Power Commission, Pickering, Ont.	I.B.E.W. Loc. 1788 (AFL-CIO/CLC)	300	750	750	May 9 May 14	Alleged dispute over installation of communication equipment—Return of workers.
TRADE						
Metro Toronto News Ltd., Scarborough, Ont.	Teamsters Loc. 419 (Ind.)	160	3,360	15,360	Jan. 15 —	Disagreement over new contract—
Association Provinciale des Marchands d'automobiles du Québec, Québec, Lévis and areas, Qué.	Metal Trades' Federation (CNTU)	1,335	28,040	42,730	Apr. 16 —	Wages, other matters—
Retail						
Various grocery supermarkets, Metro Vancouver, B.C.	Butcher Workmen Loc. 212 (AFL-CIO/CLC)	800	4,670	4,670	May 24 —	Wages, 4-day work week, job security—
SERVICE						
Education						
Government of Quebec (various school commissions), Carleton, Bonaventure & Louis Hémon, P.Q.	C.E.Q.	430	430	430	May 8 May 9	Delay in negotiations—Return of teachers.
Government of Quebec (various school commissions), Province-wide, Que.	CEQ and PAPT	40,000	40,000	40,000	May 14 May 15	Delay in negotiations—Return of teachers.
Moose Jaw School Unit No. 22, Moose Jaw and area, Saskatchewan.	Saskatchewan Teachers' Federation	102	1,220	1,220	May 15 —	Over decision to dismiss teachers refusing to continue voluntary noon-hour supervisory duties—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1969 (Preliminary) (Concluded)

Industry, Employer — Location	Union	Workers Involved	Duration Man-Days		Starting Date — Termination Date	Major Issues — Result
			May	Accumulated		
Government of B.C. (Powell River School Board), Powell River, B.C.	B.C. Teachers' Federation	220	220	220	May 29 May 30	Over govt's proposed education formula—Return of teachers.
<i>Health and Welfare</i>						
La Pieta Hospital, Hull, Quebec.	Service Employees' Federation (CNTU)	110	1,180	2,200	Apr. 18 May 15	Working conditions—Return of workers.
<i>Personal Services</i>						
Cara Operations Ltd., Montreal, Quebec.	Auto Workers Loc. 698 (CLC)	200	2,200	2,800	Apr. 12 May 16	Wages, fringe benefits—Retro- active pay of \$150; wage increases; other improvements.
PUBLIC ADMINISTRATION						
<i>Local Administration</i>						
Corporation of Richmond, Richmond, B.C.	Public Employees Loc. 394 (CLC)	227	910	910	May 27 —	Wages, fringe benefits—
Corporation of the District of Burnaby, Burnaby, B.C.	Public Employees Loc. 23 (CLC)	750	2,250	2,250	May 28 —	Wages, working conditions—

\*Federal jurisdiction.



## H—Employment Fatalities

**TABLE H—Employment Fatalities in Canada During First Quarter of 1969**

	Agri- culture	For- estry	(1) Fishing	(2) Mining	Manu- factur- ing	Con- struc- tion	(3) Trans- porta- tion	Trade	(4) Fi- nance	(5) Serv- ice	(6) Public Ad- minis- tration	Total	Per Cent of Total
<b>By Industry* and Age Group</b>													
14-19.....	1	1	—	1	2	—	—	—	—	2	—	7	3.4
20-24.....	—	3	—	10	6	6	3	—	—	—	1	29	14.2
25-44.....	1	11	—	13	11	17	26	7	—	1	8	95	46.3
45-64.....	1	3	—	7	13	11	13	2	1	3	3	57	27.8
65 and over.....	—	—	—	4	6	2	1	1	—	—	3	17	8.3
<b>TOTAL.....</b>	<b>3</b>	<b>18</b>	<b>—</b>	<b>35</b>	<b>38</b>	<b>36</b>	<b>43</b>	<b>10</b>	<b>1</b>	<b>6</b>	<b>15</b>	<b>205**</b>	<b>100.0</b>
<b>By Industry and Occupation†</b>													
Farmers (a).....	3	—	—	—	—	—	—	—	—	1	1	5	2.4
Loggers (b).....	—	14	—	—	—	—	—	—	—	—	2	16	7.8
Fishermen (c).....	—	—	—	—	—	—	—	—	—	—	—	—	—
Miners (d).....	—	—	—	27	1	—	—	—	—	—	—	28	13.7
Craftsmen (e).....	—	1	—	7	23	20	11	3	—	—	1	66	32.2
Labourers (f).....	—	—	—	—	5	13	5	1	—	—	5	29	14.1
Transport (g).....	—	3	—	—	4	1	24	2	—	2	1	37	18.0
Managerial.....	—	—	—	—	2	1	1	2	—	—	—	6	3.0
Professional (h).....	—	—	—	—	—	—	—	—	—	—	—	—	—
Clerical.....	—	—	—	—	—	—	1	—	—	—	—	1	0.5
Sales.....	—	—	—	—	—	—	—	2	—	1	—	3	1.5
Service (i).....	—	—	—	1	3	1	1	—	1	2	5	14	6.8
<b>TOTAL.....</b>	<b>3</b>	<b>18</b>	<b>—</b>	<b>35</b>	<b>38</b>	<b>36</b>	<b>43</b>	<b>10</b>	<b>1</b>	<b>6</b>	<b>15</b>	<b>205**</b>	<b>100.0</b>
<b>By Industry and Type of Accident‡</b>													
Struck by objects (j).....	—	14	—	11	7	9	7	2	—	1	4	55	26.8
Falls and slips (k).....	—	—	—	4	7	8	10	—	—	2	4	35	17.1
Collisions, derailments (l).....	—	2	—	3	6	2	17	3	—	2	1	36	17.6
Caught in, on, between (m).....	3	2	—	5	5	6	3	1	—	1	2	28	13.7
Inhalations (n).....	—	—	—	8	6	1	—	1	—	—	3	19	9.3
Conflagrations (o).....	—	—	—	2	3	7	3	2	—	—	—	17	8.3
Electric current (p).....	—	—	—	—	2	—	1	—	—	—	—	3	1.5
Over-exertion (q).....	—	—	—	1	—	2	1	—	—	—	—	4	1.9
Striking against (r).....	—	—	—	—	—	1	—	1	—	—	—	2	0.9
Miscellaneous (s).....	—	—	—	1	2	—	1	—	1	—	1	6	2.9
<b>TOTAL.....</b>	<b>3</b>	<b>18</b>	<b>—</b>	<b>35</b>	<b>38</b>	<b>36</b>	<b>43</b>	<b>10</b>	<b>1</b>	<b>6</b>	<b>15</b>	<b>205**</b>	<b>100.0</b>
<b>PER CENT OF TOTAL.....</b>	<b>1.5</b>	<b>8.8</b>	<b>—</b>	<b>17.1</b>	<b>18.5</b>	<b>17.6</b>	<b>20.9</b>	<b>4.9</b>	<b>0.5</b>	<b>2.9</b>	<b>7.3</b>	<b>100.0</b>	

\*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations workers. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

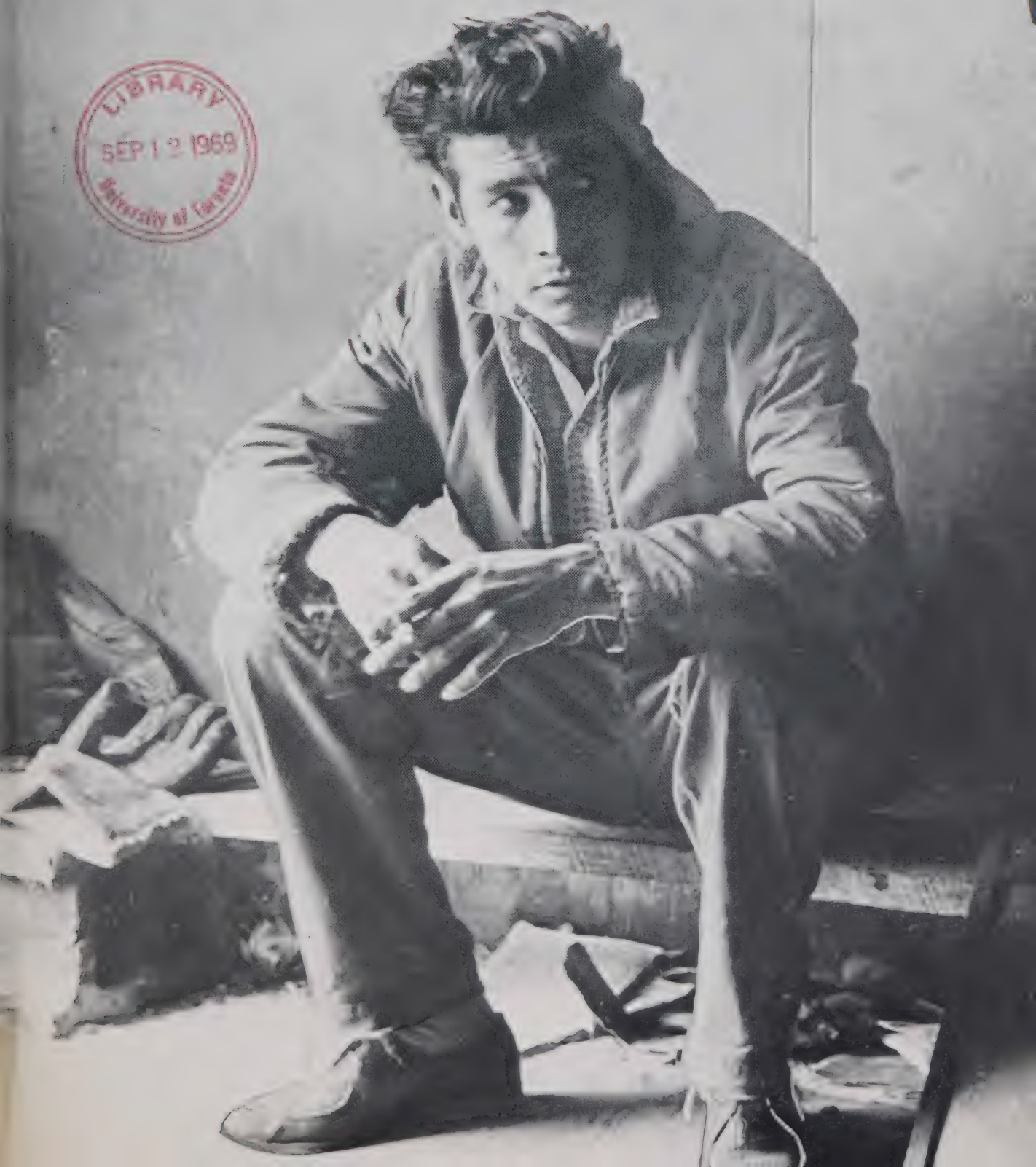
\*\*Of these totals, 179 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 26 were obtained from other sources.

# labour gazette

Goods Department of Labour

September 1969

Government  
Publications





# Canada Department of Labour Publications

---

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 75 cents, Cat. No. L2-2/1968.

*Industrial and Geographic Distribution of Union Membership in Canada, 1967.* (English or French). Price 15 cents, Cat. No. L31-767.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 50 cents, Cat. No. L2-1/1967.

*Wage Rates, Salaries and Hours of Labour, 1967.* An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. First-year service including attractive binder with index tabs and paperback volume, \$10.00; service without indexed binder, \$7.50; individual tables, 15 cents. Paperback volume, \$3.00. (Bilingual). Cat. No. L2-550.

*Working Conditions in Canadian Industry, 1967.* (Bilingual). Price \$2.00, Cat. No. L2-15/1967.

*Répertoire de termes et expressions utilisés en relations industrielles et dans des domaines connexes.* A catalogue, in French, of terms currently in use in the labour relations field. Prepared by the Economics and Research Branch. Price \$4.50, Cat. No. L31-967F.

*Payment Systems and their Development in the Railway Running Trades.* 1968. By Maxwell Flood. Price \$1.25, Cat. No. L41-768.



# labour gazette

Official Journal  
Canada Department of Labour

Hon. Bryce Mackasey  
*Minister*

J. D. Love  
*Deputy Minister*

**Editorial Staff**

*Editor in Chief*  
W. S. DRINKWATER

*Editor*  
JACK E. NUGENT

*Acting Editor, French Edition*  
A. R. MARION

*Assistant Editor –  
Production and Promotion*  
FRANK L. DUBERVILL

*Staff Writers*  
R. J. LYLE  
SHIRLEY M. PLOWMAN  
KATHLEEN E. WHITEHURST  
R. W. WILKINSON

*Circulation Manager*  
J. E. ABBEY

The *Labour Gazette*, published monthly in English and French by the Canada Department of Labour, Public Relations and Information Services Branch, David R. Monk, Director, is listed in the Canadian Periodical Index and the Current Contents, Behavioral, Social and Management Sciences. *Correspondence*—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. *Subscriptions*—Canada: \$3 a year, single copies 50 cents each; all other countries: \$5 a year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to the Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. *Special Group Subscription Offer*—Five or more annual subscriptions, \$1.50 each (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. *Bound Volumes*—\$5 a copy delivered in Canada, \$7 a copy to other countries. *Change of Address*—Send your new address, together with your old address label, to the Circulation Manager, Canada Department of Labour, Ottawa.

Vol. 69, No. 9

September 1969

## CONTENTS

- 498 Labour Day Messages
- 501 News Briefs
- 503 50 Years Ago
- 504 The Passing of a Giant
- 506 53rd International Labour Conference
- 513 The New Policy for Canada's Indians
- 514 Putting a Lid on the Wage-Price Spiral
- 519 CLC Reaction to the Woods Report
- 520 The Need for Qualified Manpower
- 521 Employment Review—June
  - Milestones
  - Wage Schedules—May
- 522 Bargaining in the Ontario Government Service
- 523 Counting U.S. Unemployed
- 524 Price Indexes
- 525 Manpower Utilization Branch
  - Unemployment Insurance Fund—May
- 526 Unemployment Insurance Report—April
- 527 Legislation Branch
- 528 Railway Arbitration: Cases 150-157
- 529 Decisions of the Umpire
- 530 Certification
- 532 Conciliation
- 533 Library List No. 246
- 535 Statistics Section; Labour Statistics

*Cover photograph*—"The Indian people have shown their determination that present conditions shall not persist," said Hon. Jean Chrétien, Minister of Indian Affairs and Northern Development, in introducing the new Indian policy. See The New Policy for Canada's Indians, p. 513.

NFB photo



# Toward More Mature Relations

## Labour Day Messages

By

**Hon. Bryce Mackasey**

*Minister  
Canada Department of Labour*

**Donald MacDonald**

*President  
Canadian Labour Congress*

**Charles Smith**

*Chairman  
Canadian Railway Labour Executives' Association*

**Marcel Pepin**

*President  
Confederation of National Trade Unions*

THIS YEAR holds special significance for the workers of the world in that it marks the 50th Anniversary of the International Labour Organization. We, in Canada, along with the 119 other member countries of the ILO, take pride in saluting this Organization's 50 years of service in the cause of social justice.

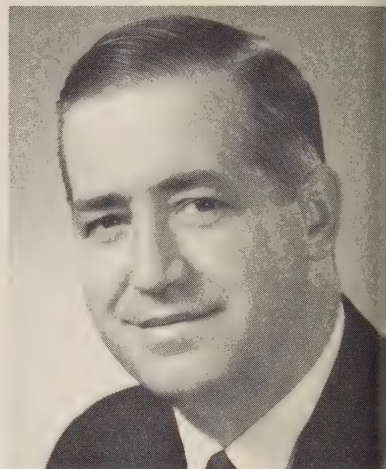
The International Labour Organization, with its tripartite character, has encouraged among employers, employees

and governments a continual dialogue that has produced improved working conditions and standards of living wherever the ILO has been active around the world.

In the beginning, the ILO was primarily concerned with the establishment of standards. It has continually increased its programs and, for the past 20 years, ILO experts have supported the efforts of governments in the organization of employment services and labour administration, vocational training for unskilled workers and managers alike, productivity in large and small undertakings, development of co-operatives, workers' education and social security systems.

Of the many activities planned in Canada to commemorate the 50th Anniversary of the ILO, possibly the most significant will be a National Tripartite Conference, scheduled for Ottawa, October 27 to 29. Some 200 senior representatives of labour, management and government are expected to attend. This conference will provide an appropriate occasion to honour the ILO's 50th Anniversary, while considering the applicability of ILO Conventions to the Canadian scene, and it will also offer an excellent opportunity to clarify the respective responsibilities of unions, management and governments in working toward more mature industrial relations in the public interest.

The future holds many challenges for the ILO. I am sure you will join with me in wishing this Organization every success in its continuing goal to make the world a better place in which to live—and to work.



Mackasey

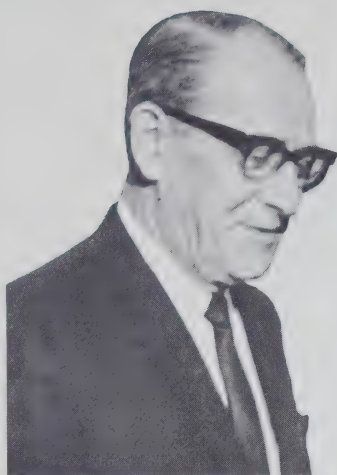
# New Methods for New Conditions

**L**ABOUR DAY 1969 could well mark the start of a period in which decisions of the utmost importance to organized labour and to industry as a whole will be reached. Canada's industrial relations have become a subject of wide public discussion, and it is important that any future courses of action that are decided upon should be the proper ones.

There can be no doubt about the importance of collective bargaining in a modern democratic society. This view has been fully supported by the findings of the recent large-scale study of industrial relations made by a government Task Force. The fact is that here in Canada the free collective bargaining process works. More than 95 per cent of the negotiations between unions and employers are settled without any work stoppage. It is unfortunate that it is the small minority of exceptions that attract the widest attention, while peaceful and constructive negotiations go practically unnoticed.

But, regardless of our relative success, there is need for a readiness to study, and if advisable to adopt, new methods to meet new conditions. "Change" has become one of the most overworked words in our language; but it prevails on the industrial scene quite as much as in any other area of activity. The issues being dealt with in bargaining between employers and employees are continually becoming more complex, and both parties must be prepared to keep pace if they are to properly represent their particular interests and reach a settlement that is for the general good.

Within the Canadian Labour Congress, there is a keen awareness of the necessity to meet new conditions. For more than three years, a top-level commission of our organization has been actively reviewing and studying the structure of our movement and the possible need of adapting it to meet the needs of today and tomorrow. Already some changes in structure and emphasis have been introduced; undoubtedly others will follow. Some critics of the Canadian labour movement have said that it is too complex and that there are too many unions. Our Congress has a very strong policy of encouragement to unions in similar jurisdictions to merge. Already a good deal has been accomplished; but the final decision rests with the members concerned, and under a democratic system it cannot be otherwise. At the same time, we have instituted a vigorous program establishing councils as a method for co-operation between unions that have common interests. This has already met with considerable success.



MacDonald

Since the Canadian Labour Congress came into being in 1956, thirteen of our unions have been party to some form of merger, and discussions are now going on between other organizations. At the same time, in eight instances, groups of unions active in the same industry, or with other forms of common interest, have formalized means for discussion and co-operation. The Canadian Labour Congress is actively encouraging this type of development, and we look forward to further consolidation and more efficient co-operation among various unions in the future.

This strengthening of trade union organization is essential if any degree of balance is to be maintained between labour and the giant multiplex corporations that are developing throughout the world. We are well aware that closer co-operation between unions within our national borders is not, itself, sufficient. There is a growing need for a closer relationship among labour organizations throughout the world, and the Canadian Labour Congress is strengthening its international activities to protect workers' interests in this respect.

A number of our organizations have made some gains in recent bargaining; but, all too often, these increases are undercut by rising prices. Price increases to which all Canadians have been exposed in recent months appear, in many cases, to be unjustified. Those who control prices are able to make changes on an arbitrary basis, without any requirement of going through a justification proceeding, as employees are required to do when they seek wage increases.

At the same time, the disgraceful prevalence of poverty in Canada is a clear demonstration of the great inequalities that exist, and of the entirely inadequate incomes on which many Canadian families are being forced to subsist.

Thus, much remains to be done in raising incomes, as well as improving social legislation and other fields. The Canada Pension Plan is an example of comparatively new legislation failing to keep pace with changing needs. The time is also overdue for a large-scale review of our whole social program with a view to improving existing legislation, developing better co-ordination, and making more efficient use of our resources. Undoubtedly one of the greatest social needs of our country continues to be housing. The fact that increases have been recorded at some stages in the number of starts is by no means a solution to the problem that continues to confront thousands of Canadian families. The new housing that is becoming available is almost entirely out of the reach of families who are living in sub-standard accommodation, and who have the greatest need for better housing. Until we meet this need, Canada's housing situation will remain critical.

It is therefore clear that great responsibilities confront organized labour. Within the past year, we have been encouraged by the continued rapid growth of the Canadian trade union movement. It is significant that many of the new members are in occupations that are normally classified as "white-collar". The participation of large numbers of young people in trade union activities, and particularly in our educational program, augurs well. We are confident that a larger and a stronger labour movement will be able to make a great contribution to a better life for all Canadians.



# The Interest of Youth

**L**ABOUR Day, the official holiday that is an annual tribute to all working people, has come to mean more than just another holiday from toil. It is a time when workers may pause to consider both the achievements of the past and the challenges of the future.

These are exciting times in the labour field, and those who are charged with the responsibility of leadership face a complex and exacting situation. This is the era of progress, as evidenced by the multiple technological and scientific advances in all phases of productive work, and as development of new ideas and concepts continues, so we find more emphasis on the youthful development of workers.

In my opinion, one of the most encouraging signs of the



Smith

*Federal Photos*

times is the interest displayed by the youth of the nation in the facilities available for advanced education. Youth is far too often the target of criticism for radical ideas, often classed as irresponsible, and yet the fact that youth is thinking and expressing itself is one of the greatest assets we have.

When one considers educational requirements in the work force today as compared to twenty or thirty years ago, one realizes that every effort must be made to provide educational facilities of a suitable and practical nature. It has often been said that "experience is the best teacher," but if knowledge gained in the hard school of experience can be co-ordinated with youthful enthusiasm, the future would be in 'good hands. The Canadian Railway Labour Executives' Association recognizes the need for advancement in this field, and we trust that in the near future we may be able to promote a co-ordinated plan of action.

Unrest and violence in many of our universities and schools is distressing evidence of a lack of understanding; it is in most part an expression of frustration, and it seems to me that leaders in the labour movement must do everything in their power to promote practical educational programs, so that the enthusiasm of youth may be translated into the sense of security afforded by knowledge.

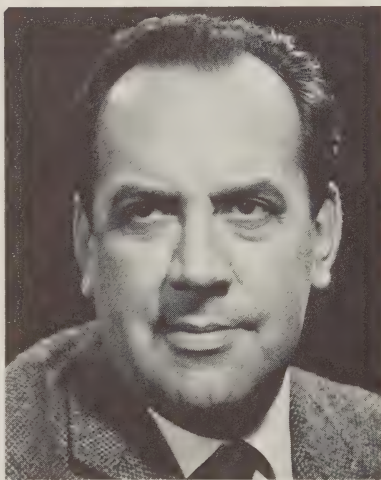
May I suggest that, on this Labour Day, we reflect upon the intensely challenging problem of Worker Education and what we as union leaders can do to assist in promoting a program.

# No Ordinary Day

**L**ABOUR DAY is no ordinary day of rest and leisure. It is the day of the workers. It is the day of the organizations that aggressively defend and promote the interests of the workers. It is the day of celebration for our militants, the day marking our solidarity and collective action. Labour Day is no ordinary holiday, but one which reaffirms the continuing progress of organized men and women in their social, political and economic struggle.

For us militants, it is a good opportunity to restate what we wish to accomplish with the active co-operation and agreement of workers who understand the power of their collective strength. CNTU trade unionism, too militant in the eyes of big business, has sometimes been made to appear in such a way as to discredit unions deliberately. We must answer the critics and explain our objectives again. They must not be permitted to think that workers, in spite of the opposition of the propertied interests, will become less eager to claim and win their due.

The Labour Day holiday reminds us of the effort expended by wage earners to defend themselves against arbitrary manage-



Pepin

*Federal Photos*

ment, to ensure better working conditions for themselves, and to ensure greater security, higher wages and the strength necessary to assert themselves in dignity before their employers. The collective power of labour must confront and offset any abuse of authority by management. It is our mission to promote this march forward to the greatest possible extent with every means at our disposal.

But shouldn't Labour Day remind us that this very real progress we have achieved has benefited directly only a minority of workers? Moreover, those benefiting from this progress remain, like all workers, without means to cope with social problems, price increases, unemployment, and the many forms of exploitation encountered in everyday life. This is why the CNTU convention ordered its executive a year ago to open a "second front"—in order that the trade union struggle could move into new fields, while continuing to serve traditional areas.

The decision to do so will be implemented diligently. We will continually question the paradox of an affluent society, some of whose members are poor, or badly housed, or exploited by credit, or unemployed. We will try to organize ourselves against social and economic anarchy. We will take political action, and all other forms of democratic action. In short, we will put an end to the lie by which certain unionists try to make others believe that labour can improve its lot merely through collective agreements and briefs to government.

To us, Labour Day is not only the day for labour and not just a good opportunity for leisure for all workers; it is also a day to remember that admirable and difficult struggle that still continues, without which there would certainly be more injustice than there is now, and perhaps no democracy. We are thus celebrating rest, work and struggle at the same time—and we are hoping for a better society.



## Three are named to complete appointments to new Prices and Incomes Commission

Former Quebec cabinet minister Paul Gérin-Lajoie has been appointed Vice-Chairman of the new Prices and Incomes Commission, (L. G., Aug., p. 442). When he accepted the new appointment, Mr. Gérin-Lajoie was a member of the Quebec National Assembly for the electoral constituency of Vaudreuil-Soulanges. Appointed at the same time as Commissioners were George V. Haythorne, former Deputy Minister of Labour, and George E. Freeman, Chief of the Research Department of the Bank of Canada. The three appointees are working with Dr. John H. Young, Dean of Arts of the University of British Columbia, who is Chairman of the Commission.

Announcing the appointments, Consumer and Corporate Affairs Minister Ron S. Basford said, "It is needless for me to comment on the high calibre of the Commission appointees, although I would like to say on behalf of the Government how pleased we are that they have accepted the appointments."

It will be the Commission's task to inquire into and report on the causes, processes and consequences of inflation, and to advise those making current price and income decisions on ways of achieving price stability. The Commission began its work on July 2.

## Ontario will join medicare in October

Ontario will join the federal medical care insurance plan on October 1 this year (L. G., July, p. 382). Legislation introduced in the Ontario Legislature enables the provincial plan to meet the criteria established by the federal Government. Under federal legislation, provincial plans must be non-profit, comprehensive and transportable.

Persons covered for health insurance under registered private plans will be considered to be insured under the provincial act and all company insurance groups with a membership of 15 or more must join the provincial plan. Private companies will be enfranchised under the legislation to act as agents for the Government.

As of October 1, Manitoba, Nova Scotia, Newfoundland, Saskatchewan, British Columbia, Alberta and Ontario will have entered the federal plan.



Gérin-Lajoie

*Photo by Andrews-Hunt*



Freeman



Haythorne

*NFB photo*

## Working party to examine hours-of-work law

A working party to examine the application of the hours-of-work provisions of the Canada Labour (Standards) Code and to make recommendations for possible revisions was appointed early in June. Announcing the appointment, Labour Minister Mackasey said he had decided that these provisions, which have been the cause of some administrative difficulty, should be the subject of a thorough review.

The hours-of-work provisions, which came into force July 1, 1965, require the payment of premium overtime rates for hours worked in excess of 8 in a day and 40 in a week. Maximum hours are 48 in a week, and these can be exceeded only by permission of the Minister of Labour, or in an emergency. There are also provisions for averaging, over a period of two or more weeks, where the nature of the work necessitates irregular distribution of hours of work.

Mr. Mackasey said that the working party will examine the objectives of hours of work legislation, consider alternative ways of achieving the objectives, and evaluate the experience of the Labour Standards Branch of the Department in administering the existing legislation. The working party will consider also the economic and social implications of regulating hours of work, with particular reference to effects on costs, productivity, employment, supply of labour, leisure, worker efficiency and welfare. In the course of the review, the Minister said that interested parties will have an opportunity to make written and oral representations to the working party.

Banning H. Hardie, Director of the Labour Standards Branch, has been appointed chairman of the working party. Members assisting him are: Dr. M. A. Malik, Economics and Research Branch; Philip Cohen, Economics and Research Branch; W. A. Martin, Accident Prevention and Compensation Branch; Miss Evelyn Woolner, Legislation Branch; and Gerard Van Berkel, solicitor, Deputy Minister's Office. H. B. Hamm, Assistant Director of the Labour Standards Branch, has been named Acting Director of the Branch for the duration of the working party. Any submissions or correspondence to the working party should be addressed to: B. H. Hardie, Chairman, Working Party on Hours of Work, Canada Department of Labour, Room 1003, 340 Laurier Ave. West, Ottawa 4.



## The disadvantages of working part-time

An article under this title was published in the July issue of the *LABOUR GAZETTE*, and full credit for the study was given to the Women's Bureau, Canada Department of Labour. Although the initial planning and publication of the study was done by the Women's Bureau, the report itself, together with all of the field interviews, was prepared wholly by the department's Economics and Research Branch.

## INCO boosts pensions for retired employees

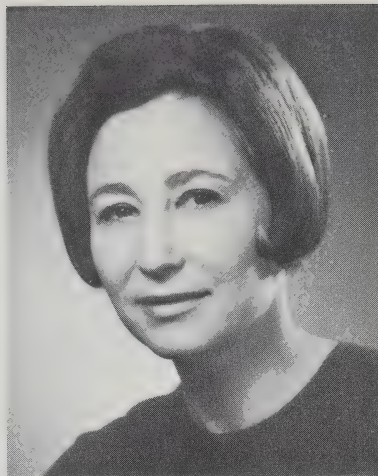
The International Nickel Company of Canada has taken a step to reduce the effects of inflation on the income of its retired employees. Company Chairman H. S. Wingate announced that the company will increase pension payments to employees who retired in 1964 or before.

The adjustments apply to more than 1,400 pensioners or widows of former INCO employees in Canada. The increases will range from 4 per cent for people who retired in 1964 to 25 per cent for workers who retired before 1951. Several other companies have already introduced periodic reviews of pensions.

## Department of Labour revises compensation study

A study issued annually by the Canada Department of Labour on workmen's compensation has been completely revised. Titled *Workmen's Compensation in Canada 1967* (Queen's Printer, \$1.00), the study was completed by Evelyn Woolner, Chief of the Research Division of the Legislation Branch. It gives a comprehensive picture of the Canadian workmen's compensation system as it was on December 31, 1967, embodying concepts of accident prevention and the rehabilitation of the injured, as well as compensation in the form of cash and medical benefits. An appendix is included with 1968 changes up to December 31, 1968.

The study details the Acts and the nature and extent of benefits, and tabulates provincial comparisons of cash benefit scales and the scheduled occupational diseases eligible for compensation. A discussion of the standards by the International Labour Conference in the field of workmen's compensation is included also. One chapter describes the steps that have been taken to upgrade pensions.



NFB photo

Sylvia Ostry

## Sylvia Ostry appointed Economic council director

Dr. Sylvia Ostry has been appointed as a director and as one of the three full-time members of the Economic Council of Canada. Dr. Ostry has been director of special manpower studies and consultation at the Dominion Bureau of Statistics.

Born in Winnipeg, Dr. Ostry studied at the University of Manitoba before transferring to McGill University, where she received an honours economics B.A. in 1948. She received an M.A. from McGill in 1950 and her Ph.D. in 1954 after studies at McGill and Cambridge. Between 1948 and 1964, she lectured variously at McGill University, Sir George Williams University and the University of Montreal, and she also headed a number of special research projects. Dr. Ostry joined DBS in 1964 as assistant director (research) of the Labour Division.

## CBRT members reject merger with U.S. union

The rank and file of the 34,000-member Canadian Brotherhood of Railway, Transport and General Workers overwhelmingly rejected on June 12 a plan of their leaders to merge with the U.S.-based Brotherhood of Railway, Airline and Steamship Clerks. BRAC has about 20,000 members in Canada. The vote was 305 to 61 against the merger. All of the CBRT's salaried, full-time officers were solidly behind the proposal. But at the union's special convention in Montreal, speaker after speaker accused the executive of selling out the CBRT to Americans.

## Chrysler will train 4,450 U.S. unemployed

The Chrysler Corporation will hire and train 4,450 unemployed for jobs paying a minimum of \$3 an hour under the Job Opportunities in the Business Sector (JOBS) program, U.S. Secretary of Labor George Shultz has announced. The contract award is the largest in the seven-year history of the U.S. manpower program and the department has allocated \$13,795,000 for the two-year project. The hiring and training project has been agreed to by the United Auto Workers.

Under the contract terms, the Chrysler Training Corporation, the firm's training subsidiary, will hire and train the jobless as drill press operators, spot welders, production line assemblers and material coordinators at each of its eight plants. Secretary Shultz said that the contract "exemplifies the increasingly deeper involvement of the business sector in the nation's total manpower commitment. It underscores also the confidence of this Administration that American business not only can but *will* be an active partner in meeting some of our most pressing human problems."

The program is a joint effort of the Department of Labor and the National Alliance of Businessmen to find jobs for 614,000 disadvantaged unemployed persons in the nation's 125 largest cities by June 1971 (L. G., April, p. 225).

All new employees in the program will be trained on the job for 12 weeks. They will receive up to 52 weeks of remedial education, counselling, and supportive services such as minor medical care, job coaching and transportation.

Chrysler has three other JOBS projects under way to hire and train 2,600 disadvantaged jobless. To date the company and its dealers have hired more than 1,800 hard-core jobless persons. Nearly 1,300 have remained as employees, a retention rate of better than 70 per cent. The National Alliance of Businessmen's announced retention rate for all programs to date has been about 60 per cent.

A study of the hard-core unemployed hired by General Motors in the United States, over an eight-month period, showed that their rate of retention on the job was virtually the same as for all other employees. Of the 21,706 disadvantaged persons hired, 67.6 per cent stayed on the job. This compares with 67.9 per cent for other workers added to the payroll during the same period, the U.S. Labor Department reports.



# 50 Years Ago

In the Labour Gazette, September 1919

Railway employees were complaining about the cost of living, the nationalization of U.S. railways was proposed, and Ottawa butchers went on strike.

**L**OW WAGE increases and "exorbitant" rates for room and board were some of the complaints CPR employees brought before the Canadian Railway Board of Adjustment in 1919, according to the September issue of the LABOUR GAZETTE. Dining car service employees contended that a proposed wage scale was not sufficient to meet current expenses, and not commensurate with the high cost of living. The Board apparently agreed with them and decided on a new scale that would give stewards who had worked one year a monthly salary of \$135, rising to \$145 the second year and \$150 the third. Dining car chefs were to receive \$135, \$140 and \$150; second cooks, \$105, and \$110; third cooks, \$85; fourth and fifth cooks, \$70; cafe car chefs, \$125; and waiters were to receive \$65 a month for the first year and \$75 for the second.

In another case, maintenance of way employees expressed dismay over the \$1.50-a-week increase in room and board charged by various railways out West. They said that the increase to \$7.50 a week was excessive and that either the rate should be reduced or they should be given the privilege of boarding themselves. The company contended that the increase in board did not in some cases even cover the actual cost of the food, and they objected to employees finding their own board, protesting that, in sparsely settled districts, employees would find it difficult to secure supplies. The Board sympathized with the employees, and allowed them to furnish their own board. If the railways wanted to provide board, they would have to do so for an amount not exceeding \$6.50.

A proposed scheme for the nationalization of United States railroads was presented in a bill to Congress, unofficially called the "Plumb Plan" after Glenn E. Plumb, a lawyer for the railroad brotherhoods, whose brainchild the scheme was. The plan would provide that railway workers have a voice in the management and a share in the profits. The scheme was supposed to be an answer to the unrest among railway workers owing to the increased cost of living. Its advocates claimed that if it were adopted, the scheme would result in reduced rates and greater profits, because of the increased production and economic shortcuts made by workers themselves.

The bill was endorsed in a statement made by the various railway brotherhoods and the Railway Employees' Department of the American Federation of Labor, stating: "Labour faces a persistently serious situation due to the cost of living, and the

impossibility of wages keeping pace with the depreciation of money. No fundamental changes are being advanced to save workers from continual defeat in the economic struggle of life. The railroad employees are in no mood to brook the return of the lines to their former control, since all the plans suggested for this settlement of the problems leave labour essentially where it has stood and where it is determined not to stand. We realize that, in the strife for wage increases, we cannot win any permanent victory. It is not money but value that counts. The vicious circle is infinite. Increased wages are over-capitalized, for inflated profits and the cost of goods mount faster than the wage level. A few grow wealthy and the multitude is impoverished.

"Any basic change must begin with the railroads . . . It has been argued that Labour is merely asking the public to let the workers become the railroad profiteers instead of Wall Street. This argument cannot survive a scrutiny of our proposal. We do ask for a share of the surplus at the end of each year, after operating costs are met and fixed charges are paid; but we also provide an automatic reduction in rates when this surplus comes to a given level. To restore the surplus, the employees of the railroads must increase the efficiency of their management and they must invite new business. What we ask is to share the savings from economies we ourselves introduce and to share the surplus from new business our efficiency made possible . . ."

Ottawa butchers went on strike for higher wages during the month. They returned to work three days after being granted a partial increase. And a new early closing bylaw became effective in Montreal on August 11, closing shops at 7 p.m. on the first four days of the week, 9 p.m. on Friday and 11 p.m. on Saturday. Exempted were drug stores, tobacco shops and stores selling newspapers, periodicals, flowers, fruit, pastry and candy.

The National War Labor Board of the United States terminated in August. The Board had been created by President Wilson early in 1918, and its expenses were paid out of a war emergency appropriation that had become exhausted. During the 15 months of its existence, the Board dealt with, and adjusted, more than 1,200 labour disputes and expended \$750,000. It was stated that, in every case brought before it, labour had benefited by increased wages, and that war production was maintained without interruption.

A new order issued by the Manitoba Minimum Wage Board stated that female employees in offices should not work more than eight hours a day or 44 hours a week. The hours were to be arranged so that each female employee should have one afternoon half-holiday each week. The minimum wage for experienced adult female employees in offices was to be \$12.50 a week. An adult trainee was to receive at least \$10.50 a week for the first three months and \$11.50 for the next three months, and a regular salary when the six-month period was over. Female office employees under 18 were to be paid at a minimum weekly rate of not less than \$8.00 if 15 years of age, \$9.00 if 16, \$10 if 17, and \$10.50 if 17 years and six months.



# The Passing of a Giant



**T**HE MAN who, like Moses, led his "enslaved" fellow miners to the promised land of better working conditions and higher wages in a time span of 40 years died at 89 on June 11. John Llewellyn Lewis, son of a Welsh immigrant miner, ruled the United Mine Workers of America as president and mentor for four decades, and in that time made mining one of the most lucrative occupations in the United States.

But John L. Lewis, the man, projected his crusading image beyond the coal fields to the political arena to play a decisive role in the history of the American labour movement. The force of his presence was first felt at Palmyra, Ill., where he caught the imagination of labour notables, in particular, American Federation of Labor president Samuel Gompers. He became vice-president of the Mine Workers in 1917. When Lewis took over the reins as UMW president two years later, he said in his acceptance speech that he came "not in the quavering tones of a feeble mendicant asking for alms, but in the thundering voice of the captain of a mighty host, demanding the rights to which free men are entitled." It was this thundering, avenging archangel approach that brought light to the half-Hades world of the coal pit, and made millions aware of the dangers and sorrows of the men who braved it. Lewis once described life underground as "a mortician's paradise." Existence in the mines is naked and elemental, he said. "Relations are not cushioned by sophistry."

In his first term as UMW president, he clashed with government authority when he led 411,000 workers on strike for higher wages, but lost his first battle when President Woodrow Wilson won an injunction by invoking a wartime law. It was the beginning of many battles with heads of power, and before he took off his gloves, he had sparred with three other presidents—Hoover, Roosevelt and Truman. He tried to take over the seat of power from Gompers in 1921, but lost by a 2-to-1 margin. After the death of Gompers three years later, Lewis led a bloc that elected William F. Green. It was to Green that he sent the now classic message, after he had created the Committee for Industrial Organization in the 1930s, only to lead his mine workers out of it, rejoin the AFL and quit again: "Green, AFL. We disaffiliate. Lewis."

During the 1920s Lewis found himself at odds with his own miners. They were earning only \$3 a day, few were under union contract, and UMW membership had diminished to 150,000. But with the coming of President Franklin Roosevelt, the New



Deal and the National Recovery Administration, Lewis rebuilt his union and won contracts cutting the miner's workday from eight to seven hours. His miners would have followed him anywhere. When he told them to go hunting, they dropped their shovels, and when he told them that a contract looked good, they went back to work.

The first split with AFL leadership came at the stormy conventions in 1934 and 1935. In 1936, Lewis joined with other industrial unionists and led them out of the craft-oriented AFL to create the Congress of Industrial Organizations. As its first president, he began organizing steel, auto, rubber, textile and electrical workers. Although he had supported Roosevelt, he was angered by the President's "plague on both houses" of labour and industry, which prompted him to rejoin: "It ill behoves one who has supped at labour's table and who has been sheltered in labour's house to curse with equal fervor and fine impartiality both labour and its adversaries when they become locked in deadly embrace." He backed Republican Wendell Wilkie for the 1940 presidency, but when Roosevelt won his third term with the help of a heavy labour vote, Lewis quit as CIO president. When he quarrelled in 1942 with his successor, Philip Murray, he pulled his miners out of the CIO.

Lewis received perhaps his greatest psychic wound during World War II when he called his men out on strike at a crucial time in the war effort, and was publicly chastised by *The Stars and Stripes*, which carried a banner reading: "Speaking for the American soldier, John L. Lewis, damn your coal-black soul." Twenty years later, he was still protesting that he had had no intention of placing the war effort in jeopardy, and still explaining that there was plenty of coal above the ground and in storage, enough for the needs of both the United States and its allies.

Lewis reaffiliated with the AFL in 1946, only to disaffiliate again a year later. The issue was the non-communist affidavit of the Taft-Hartley Act (L. G. 1947, p. 1774), which the AFL insisted that its leaders sign; but although Lewis was a long-time foe of communism, he refused, because he thought it insulting to be asked to do so. When his miners struck in 1946, the Government declared a national emergency, seized control of the mines, and obtained a court injunction ordering the miners back to work. When he refused to give the back-to-work signal, he was sued for contempt of court and personally

fined \$10,000. The union was fined \$3,500,000, but this was later reduced by the Supreme Court to \$700,000. The next year, when he again defied a court order, he was fined \$20,000 personally, and the union \$1,400,000.

Lewis's battles and his mastery of semantics made his mine workers part of the working elite, winning for them a royalty from mine operators for each ton of coal mined. With the money, he established a multimillion-dollar pension and disability fund that has built hospitals in mining communities across the United States and paid benefits to disabled and aged members. Paradoxically, he became a hero to the mine owners as well, because he knew how interdependent the two were; at the same time that he was pushing for higher wages, he was overtly welcoming mechanization, knowing that the coal companies could not exist without labour-saving machinery that could cut costs. Because of his sensitivity to the needs of both labour and management, the back-breaking toil of the past is gone. Today's miners no longer crouch or kneel in subterranean depths hacking and blasting the coal, but sit operating the giant tools that do the job for them. Lewis once said that it was better to have a half million men working in the industry at good wages and high standards of living than to have a million working in poverty and degradation—and he saw miners' wages rise from \$2.50 a day in 1919 to \$24.25 in 1960.

Thanks to technological advances made with Lewis's support, the time came when the American coal industry had the highest man-day productivity of any coal industry in the world. Average daily production for each man in the U.S. became 10 times higher than that of mine workers in Great Britain or Europe. The American coal industry even managed to survive the stiff competition from oil and natural gas.

When John L. Lewis retired as president of the mine workers in 1960 at the age of 80, he had the satisfaction of knowing that he had built up the wealthiest labour organization on the continent, with net assets of \$110 million. In the same year, Georgetown University awarded him an honorary degree of Doctor of Humane Letters. The citation read at that time could well serve as his epitaph: "For upwards of 40 years, he has engaged in unflagging battle for the rights and dignity of the working man—and for the just rewards of management as well; and the present prosperous position of both is in no small part attributable to his labours."



# 53rd International Labour Conference

## *Employment Opportunities and World Productivity*



*ILO photo*

Economic planners in many parts of the developing world are urging the expansion of crafts and small-scale industries to absorb a large part of the idle manpower in cities and villages. Thailand, where this family is shown, is a country that is receiving ILO assistance in crafts and small-scale industry.



*Developing countries must put their human resources to productive use to meet their promises and expectations.*

A WORLD EMPLOYMENT PROGRAM, the first international effort to make employment objectives an integral part of national and international policies for development, "will make productive employment for large numbers of people a major goal." This from David Morse, Director-General of the International Labour Organization, in his report to the 53rd conference, which formed the basis for the opening discussion of the conference held on the 50th anniversary of the ILO.

"The seriousness of the economic, social and political problems of the developing countries is due very largely to the fact that they have been unable to put to productive use the resources that they have in greatest abundance and that are increasing most rapidly—their human resources, their working population," Mr. Morse said. "Economic development has neither progressed as rapidly as was hoped, nor has it fulfilled the promises and expectations that were placed in it in terms of better living standards for the masses."

The ILO is ready to assist countries to develop plans for fuller and more productive employment, he said. It will seek the co-operation of other international agencies in the scheme, which will form part of the strategy for the Second Development Decade now being planned by the United Nations. One key element in the program will be assistance from ILO regional teams, already at work in the Americas and Asia (L. G., Feb., p. 83). The teams will help countries define the size and nature of their unemployment and under-employment problems, and their capacities to provide work and training facilities. The teams will then assist governments in formulating long-term plans, including targets for productive work and training for different groups of the population, such as young workers and rural workers.

Mr. Morse stressed the aptness of launching the WEP in the ILO's 50th anniversary year. "The creation of higher levels of employment is basic to the attainment of all the ILO's other goals," he said. "We can make no headway in raising incomes and standards of living for the majority of the world's working population unless we can create the conditions in which incomes can be earned and improved through more productive work." Domestic economic and social policies, as well as international trade, aid and investment will have to be planned for their effects on employment, Mr. Morse said.

The growth of the labour force in developing countries will be staggering in the next ten years, he pointed out, estimating that it would rise from 1,012 million to 1,238 million persons—an increase of 226 million—between 1970 and 1980. This is an increase of 22 per cent, but at the same time, total population in these countries is expected to grow by 25 per cent, which means that there will be proportionately more mouths to be fed by fewer breadwinners.

*The success of the WEP will depend on determined and energetic action by governments.*

"THIS is a situation to which the social conscience of mankind cannot remain indifferent," Mr. Morse said. "And there are two harsh facts which indicate that the conditions of the majority of the world's working population will get worse be-

fore they get better. One is the painfully slow progress toward economic development that is being achieved by the developing countries; and the second is the rapid growth of their population, which, in many of these countries, is largely cancelling out the benefits that could derive from such economic progress as has been achieved.

"It has been estimated that developing countries spend between 30 and 70 per cent of the additional resources generated by economic growth on provision for increased population, leaving little for increasing consumption or for reinvestment for further growth. Thus, the numbers of poverty-stricken people are increasing steadily and are likely to continue to increase. These facts should make it clear that the ILO's 50th anniversary must not be an occasion for self-congratulation. While the privileged few become increasingly affluent, the inequalities between the rich and the poor become more glaring, and, for countless and increasing millions of people, the outlook for the future is far from promising."

Mr. Morse emphasized that the ILO itself could do little to achieve the objectives of the WEP, unless there was determined and energetic action by others. The main responsibility for its implementation will, he said, fall on governments. "If this program is to be fully effective, all governments must commit themselves to the pursuit of policies aimed at achieving the highest possible level of productive employment . . . . It will then be necessary for governments to live up to this commitment, and for the international community as a whole to assist them to do so." Mr. Morse also stressed the role to be played in this connection by workers' and employers' organizations.

*The WEP is a major offensive in the war against poverty, and it will require the efforts of all ILO members to carry it out.*

IN the discussion that followed the presentation of the report of the Director-General, two Canadian delegates to the Conference participated. Gérard Rancourt, the Canadian worker delegate, paid tribute to the work and achievements of the ILO, which housed its wartime staff in Montreal. "World problems," he said, "are multiplying. The unemployed, the hungry, the homeless, the small and the weak—indeed, all the poor, whose conditions of life are rapidly deteriorating and whose number is constantly increasing—have practically no hope. They will no longer be content to wait."

The WEP is a major offensive in the war against poverty that will need support and action from many different quarters, he said. Because of the increase in the gap between industrialized and underdeveloped nations, past successes are only relative, and increased efforts will be needed to combat current problems.

"The most highly industrialized countries should devote more resources and money to assisting the developing countries," Mr. Rancourt said. "It is obvious that the help to the less fortunate countries should no longer be calculated as a percentage of Gross National Income, or according to any similar yardstick. Faced by the challenge contained in the Director-General's report, it is obvious that a more objective evaluation, more in accordance with the present situation, must be taken without delay by all member states. No one has the right to approve the WEP and then remain inactive. We must take up the challenge or reject the program."

In the discussion on the Director-General's report, J. D. Love, Canadian Deputy Minister of Labour, spoke as the head of the Canadian delegation to the Conference. He pointed out that the ILO will soon have an annual budget of \$20 million, with addi-





ILO photo

The new Convention and Recommendation dealing with labour inspection in agriculture seek to provide for regular inspection of workplaces in cultivation and livestock undertakings.

tional resources of about \$30 million. The ILO is no longer the small organization it once was, devoted only to comparative research and standard setting, he said. "It has developed into a very large organization with diverse interests and programs that touch many aspects of human activity in all parts of the world. If, in the next 50 years, the Organization is to proceed effectively with its mission, if it is to remain in touch with the great and expanding constituency it must serve, if it is to apply its growing resources with maximum effect, it will have to concern itself with the problems of co-ordination, communication and control that arise from such institutional 'bigness'."

It is from this point of view, Mr. Love said, that Canadian delegations in the past few years have been encouraged by the growing emphasis given to problems of programming. One Canadian, George V. Haythorne, was elected as chairman of the Committee on Program and Structure.

"Continued vitality is what we must strive for in the ILO as it enters its second half-century," said Mr. Love. "The work done on program and structure in the past few years has made a good start."

*The Second Development Decade must see significant improvements in the standards of living of the millions of poverty-stricken people of the developing world.*

REPLYING to two weeks of discussion concerning the WEP by some of the 644 conference delegates from more than 100 countries, Mr. Morse said he interpreted "the work of this conference as giving me a mandate" to ensure that the employment program will be accepted "as one of the central objectives of the strategy for development in the next decade."

Mr. Morse pointed out that the First Development Decade, now drawing to an end, resulted in negligible social gains for most of the world's population. It produced no perceptible improvement for "the peasants, for the landless agricultural workers, for the millions of inhabitants of the shanty towns and the slum areas of the large cities of the developing world who constitute the large majority of the population of the developing countries."

The Director-General said he drew two conclusions from the general debate on his report dealing with the WEP: "firstly, that it should consciously aim to bring about significant improvements in the standards of living of the millions of poverty-stricken people in the developing world; and secondly, that even with the most effective measures of population planning we must face the reality that the world's population will continue to grow rapidly in the years immediately ahead. The program should be seen as an attempt to bring about a better, more humane way of organizing production and distributing its benefits throughout the world," he stressed.

Mr. Morse noted that there was general agreement that special attention should be paid to "raising the volume of employment, and hence the standard of living, of workers and their families in rural areas." Many speakers, he said, had also stressed the need for education, training and vocational guidance of young people. Millions of young people entered the labour market each year with little or no education or training he observed. Others were educated, but could find no employment. And still others received an education that was irrelevant to the world in which they lived and worked. These facts were the source of "much of the frustration, the unrest and the dis-



content among the youth of the world that we are witnessing today."

Mr. Morse emphasized that "the ILO cannot create employment." He told his listeners that "it is your program, you requested it, and it is now for you, the governments, employers and workers of the ILO's member states, to carry it out." Governments, he warned, would have to "take a number of very difficult decisions, often including a complete reappraisal of their economic and social policies, their policies for investment, for rural development, for industrial development, for education and training, so as to orient them to the expansion of employment." Employers and trade unions would have an important role to fulfil in practical action, in mobilizing support and in creating a favourable climate of industrial relations.

Mr. Morse emphasized that developing nations looked to the advanced countries not only for financial and technical assistance, but also for partnership in trade. "They expect fair prices for their raw materials; they expect to find an outlet for their manufactured products and raw materials in the markets of all industrialized countries, both of East and of West. Unless these expectations are met, the prospects of any significant improvement in the world employment situation are remote indeed."

In his concluding remarks, Mr. Morse called for effective partnership among governments, employers and workers, developed and developing nations, the ILO and its member states and among all international organizations. "Let us make it possible for future generations to look back on this 50th anniversary conference as marking the beginning of an era—an era when the instincts of solidarity among the peoples of the world were effectively mobilized in a concerted, world-wide attack on poverty."

*For the first time, a worker  
delegate to the conference was  
elected as President of the meeting.*

THE International Labour Conference was formally opened June 4 by George L.-P. Weaver, government delegate of the United States, in his capacity as Chairman of the ILO Governing Body. The conference then elected its officers. Swiss labour leader Jean Mori was unanimously elected President of the 50th anniversary session. The presidency of the conference has in the past been traditionally held by a government representative. Mr. Mori is the secretary of the Swiss Federation of Trade Unions. He has taken part in the conference as a worker delegate since 1947, and for the past nine years has served as chairman of the workers group of the ILO Governing Body.

In his presidential address, Mr. Mori said his election was a tribute to the ILO's vital principle of tripartism, "which recognizes the same right of discussion and of joint decision on the part of representatives of employers and workers as well as those of governments." He expressed the hope that the conference would "arrive at practical conclusions concerning the social repercussions of underemployment, automation, industrial concentration and technological developments in a world evolving more and more rapidly. The experience of the past 50 years demonstrates unequivocally that the organs of the ILO are among the best equipped to respond to new needs."

Angel Tzankov of Bulgaria, Edwin P. Neilan of the United States and Albert Ernest Monk of Australia were unanimously elected vice-presidents of the conference. Mr. Tzankov, First Deputy Minister of Labour and Social Assistance in the Bulgarian Government, was nominated by the government group of the conference. Mr. Neilan, President and Chairman

of the Board of the Bank of Delaware, was nominated by the employers group, and Mr. Monk, President of the Australian Council of Trade Unions, was nominated by the workers group.

The conference also elected a new executive to the ILO Governing Body. Hector Gros Espiell, Permanent Representative of Uruguay accredited to the international organization in Geneva, was elected Chairman of the Governing Body. Mr. Gros Espiell succeeded George Weaver of the United States for a one-year term.

Gullmar Bergenstrom, Director of the Swedish Employers' Confederation, was elected employers' Vice-Chairman. He succeeded Pierre Waline of France. Jean Mori, Secretary of the Swiss Federation of Trade Unions, and President of the Conference, was re-elected as workers' Vice-Chairman of the Governing Body.

Four Canadians were elected to leading positions connected with the ILO. Two appointments were to the Governing Body: Joseph Morris, Executive Vice-President of the Canadian Labour Congress, has been re-elected for a second three-year term as a worker member; and Keith Richan, Vice-President, Industrial Relations, Philips Electronic Industries Ltd., Toronto, has been elected as the deputy member on the Governing Body. The Body is, in effect, the ILO's executive council, and as such controls its international operations. Canada, as a major industrial nation, is a permanent member of the Governing Body.

The other two appointments are to positions with the International Labour Conference. George V. Haythorne, former Deputy Minister of Labour and now a member of the Prices and Incomes Commission, has been elected chairman of the working party of the Committee on Program and Structure. Mr. Haythorne was previously chairman of a Governing Body committee on program and structure before the matter was passed to the conference. Guy de Merlis, Canadian Labour Counsellor in Brussels, has been elected as reporter for the Committee on Youth Schemes, and chairman of that committee's working party.

### *The Canadian Delegation includes 36 delegates and technical advisers.*

#### **Government Delegation**

HEAD of Canadian delegation and government delegate: J. D. Love, Deputy Minister, Canada Department of Labour. Government delegate: G. V. Haythorne, special adviser to the Minister of Corporate and Consumer Affairs, and Canadian government member, ILO Governing Body. Substitute government delegates: J. L. Delisle, Ambassador and permanent representative of Canada to the European office of the United Nations; J. P. Després, Assistant Deputy Minister, Canada Department of Labour; and John Mainwaring, Director, International Labour Affairs Branch, Canada Department of Labour, and substitute Canadian government member, ILO Governing Body.

Government advisers: Jacques Corbeil, Canadian Permanent Mission, Geneva; Guy de Merlis, Labour Counsellor, Canadian Embassy, Brussels; Thomas Eberlee, Deputy Minister of Labour, Ontario; Michel Fillion, ILA Branch, Canada Department of Labour; Miss Sylva M. Gelber, Director, Women's Bureau, Canada Department of Labour; W. P. Kelly, Director, Conciliation and Arbitration Branch, Canada Department of Labour; Paul Lapointe, Canadian Permanent Mission, Geneva; Réal Mireault, Assistant Deputy Minister of Labour, Quebec;



J. R. L. Parrott, Deputy Minister of Labour, Saskatchewan. Assistant Secretary: Miss R. Dodd, Canadian Embassy, Brussels.

Ministers attending the conference: Hon. Bryce Mackasey, Minister, Canada Department of Labour; Hon. Maurice Bellemare, Minister of Labour, Quebec; and Hon. W. J. Keough, Minister of Labour, Newfoundland. Members of Parliament attending the conference: Charles L. Caccia (Davenport); and Jim McNulty (St. Catharines), Parliamentary Secretary to the Minister of Labour, Canada. Provincial representatives accompanying the Canadian delegation: R. E. Anderson, Deputy Minister of Labour, Nova Scotia; Jean-Louis Lefebvre, President of the Minimum Wage Commission, Quebec; and Jean-Paul Lefebvre, Member of the National Assembly, Quebec.

#### Worker Delegation

Worker delegate: Gérard Rancourt, Executive Vice-President, Canadian Labour Congress. Worker advisers: A. L. Hepworth, Director, Education Department, CLC; Claude Méryneau, General Secretary, Quebec Federation of Labour; Joseph Morris, Executive Vice-President, CLC, and worker member, ILO Governing Body; Charles Smith, Vice-President, Brotherhood of Maintenance of Way Employees; and Raymond Parent, General Secretary, Confederation of National Trade Unions. (John Simonds, Director of International Affairs Department, CLC, substituted for Mr. Morris during the second half of the Conference.)

#### Employer Delegation

Employer delegate: F. K. Richan, Vice-President, Industrial Relations, Philips Electronics Industries Ltd. Employer advisers: G. H. Durocher, Director of Labour Relations, Canadian Construction Association; L. C. Godden, Assistant Vice-President Labour Relations, Bell Canada; Rod Martin, Director, Industrial Relations, Canadair Limited; W. H. Wightman, Manager, Industrial Relations Department, Canadian Manufacturers' Association; and R. E. Wilkes, Executive Secretary, The Railway Association of Canada.

### *The need for trained manpower in South Africa makes maintenance of apartheid increasingly difficult, a special ILO report finds.*

A growing dependence on African labour makes it increasingly difficult to maintain apartheid in the Republic of South Africa, according to a report issued by the International Labour Office. The fifth special report of the Director-General on the application of the declaration concerning the policy of apartheid of South Africa, presented during the conference, reviewed the past five years of apartheid policy. The report found that a change of policy on the part of the Government "is not just desirable but also still possible".

"South Africa's position today . . . could never have been achieved without the efforts of its labour force, the overwhelming majority of which has always been African," said the report. "Its continued prosperity will directly depend on an increasing participation of the non-white labour force in all sectors of the economy. The labour problem pinpoints the fundamental dilemma of separate development . . . Unable to change the pattern of growing economic interdependence between South Africa's different racial groups, the Government is reduced to explaining it away by arguing that it does not exist . . . The system of migratory labour that has resulted from this attempt

to reconcile the economic needs of South Africa with the imperatives of apartheid in fact combines the worst of both worlds."

The chronic shortage of skilled and trained manpower is making it increasingly difficult to maintain the official policy of reserving skilled jobs for whites. Economic necessity will force the Government of South Africa to adopt a "large-scale education and training program for South Africa's non-white population if the country's economic development is not to be progressively strangled by the lack of availability of enough skilled manpower."

South Africa is no longer a member of the ILO. Confronted with the massive condemnation by the ILO, the Government of the Republic of South Africa withdrew. "In so doing it not only showed its determination to press on with apartheid at all costs, but also forced the employers and workers of South Africa into isolation from the tripartite world of labour that the ILO personifies," the report stated. The past five years, the ILO added, have witnessed an intensification of the most objectionable aspects of these policies.

In spite of this, the report found that the whole concept of apartheid is being questioned to an increasing extent within South Africa, both as a moral issue and as a matter of practical politics. Apartheid has weakened the position of the South African trade union movement, because it excludes the vast majority of the country's labour force from the normal collective bargaining process, the ILO report said.

### *The conference undertook a comprehensive examination of the program and structure of the ILO during the past 25 years.*

NEARLY 1,400 delegates from over 100 nations took part in the conference. World spiritual and political leaders who participated included Pope Paul VI, Dr. Eugene Carson Blake, General Secretary of the World Council of Churches, United Nations Secretary-General U Thant, Emperor Haile Selassie I of Ethiopia, President Kenneth Kaunda of Zambia, and President El Hadj Ahmadou Ahidjo of Cameroon.

During the business of the conference, the delegates approved:

- adoption of a Convention and Recommendation on labour inspection in agriculture;
- adoption of a Convention and Recommendation on sickness insurance;
- adoption of a first draft of a Convention on paid holidays;
- adoption of a first draft of a Convention and Recommendation on minimum wages;
- adoption of a first draft of a Recommendation on special youth employment and training schemes for development purposes;
- examination of the reports of the Working Party on the Program and Structure of the ILO; and
- adoption of the ILO's budget of \$61.5 million for the 1970-71 biennium, the first two-year budget in the ILO's history. Canada's share of this is more than \$900,000 for each year of the two year budget.

Subsequent to presentation of a report by the ILO Director-General at the 1963 session of the conference, the Governing Body formed a working party the following year to examine the program and structure of the Organization. This year, a special conference committee examined the entire series of five reports of the working party. It was the first time the conference had



undertaken such a comprehensive examination of the program and structure of the Organization since 1944, the ILO's 25th anniversary year.

The conference endorsed the division of the activities of the ILO into three major programs dealing with human resources, conditions of work and life, and the development of social institutions. While recognizing the interdependence of these programs, the conference was of the opinion that it was advisable, at the present time, to give priority to the development of human resources, not as an end in itself, but as a way of achieving real increases in income levels and standards of living. In this regard, the conference endorsed the approach to the WEP proposed in the Director-General's report. Finally, the conference approved the broad outlines of the future activity of the ILO within the framework of its three major programs.

Concerning the structure of the ILO, discussion centred around the adaptation of the Organization to the needs of a changing world. Because of the complexity of certain aspects, the conference decided to refer the questions of structure to the Governing Body, asking it to examine them further and to submit proposals to the next session of the conference.

### *Provisions for agricultural labour inspection and medical care and sickness benefits were adopted.*

THE conference adopted a Convention and Recommendation intended to improve the conditions of agricultural workers by providing for regular inspection of their workplaces by adequately trained, independent labour inspectors. The Convention covers "undertakings and parts of undertakings engaged in cultivation, animal husbandry, including livestock production and care, forestry, horticulture, the primary processing of agricultural products by the operator of the holding or any other form of agricultural activity."

The Convention binds ratifying countries to "maintain a system of labour inspection in agriculture," which would cover undertakings in which work is performed by "employees or apprentices, however they may be remunerated and whatever the type, form or duration of their contract."

The Recommendation, which does not require ratification, includes a variety of suggestions to help countries develop efficient and responsible systems of labour inspection in agriculture.

The conference adopted a Convention and a Recommendation for the protection of workers and their families in the case of sickness. The new Medical Care and Sickness Benefits Convention revises the Sickness Insurance Conventions adopted in 1927.

One of the new concepts embodied in the Convention is a specific requirement that preventive as well as curative medical care should be included in sickness protection schemes. The Convention provides for minimum requirements in respect of persons to be protected, range of medical care to be extended, rate of cash sickness benefits, qualifying conditions, cost-sharing and equality of treatment of nationals and non-nationals. The new instrument, unlike its predecessors, is not limited to one type of scheme to provide such benefits; it takes account of all suitable methods, including various newly developed systems of social security, such as national health services. The Convention also sets out standards to be attained by developing countries for the gradual extension and improvement of their social security schemes.

The Recommendation establishes higher standards in respect of persons to be protected and benefits to be provided than those

in the Convention, to be attained as further goals in the development of medical care and cash benefit schemes. For example, it contains provisions whereby a worker should be given appropriate means, either in the form of service or in cash, in cases where he is unable to work because he has to take care of a sick dependent.

### *Discussion on new provisions for international labour standards included holidays with pay, minimum wage fixing, and special youth employment and training schemes.*

THE conference held first discussions on the revisions of the 1936 Convention on Holidays with Pay and on the 1928 Convention and Recommendation on Minimum Wage-Fixing Machinery. An international standard concerning Special Youth Employment and Training Schemes for Development Purposes was also discussed. In each case, the conference drew up draft texts that will be examined by ILO member states. At its 1970 session, the conference will have before it these texts and comments by governments with a view to adoption of international labour standards on these three matters.

Convinced that the standards set by Convention No. 52 of 1936 concerning Holidays with Pay are outdated and require re-examination, the conference prepared a draft text of an instrument that takes into consideration the extension of the right to paid annual holidays and the technical and economic progress achieved during the past 30 years.

The conference considered that the new standard should extend in principle to all employed persons, and that the length of the paid holiday should not be less than three working weeks for each year of service, persons having worked for a lesser period being entitled to a paid holiday in proportion to their length of service. The period of employment should not be considered as interrupted in cases of absence through illness or accident, or due to maternity leave or other reasons beyond the control of the person involved. The proposed instrument stipulates that persons under the age of 18 years should be entitled to a paid holiday longer than the prescribed minimum of three weeks.

The conference adopted draft texts of a proposed Convention and Recommendation concerning minimum wage-fixing machinery and related problems, with special reference to developing countries. The proposed instruments will update a Convention and a Recommendation on Wage-Fixing Machinery adopted by the ILO in 1928. The new draft Convention goes further than its predecessor in that it would require the actual fixing of minimum wages by ratifying governments. Both the draft Convention and Recommendation seek to extend coverage to more categories of workers than the previous instruments.

The new instruments would give additional guidance as to the criteria for fixing minimum wages. Social considerations, such as the needs of workers and their families and relative living standards in the country, and economic considerations such as the levels of employment, the nation's balance of payments and rate of productivity increase are among the factors to be taken into account in fixing the minimum wage.

The conference took the first step toward the eventual adoption of a Recommendation on special youth employment and training schemes for development purposes, a growing number



of which are found in the developing countries. These schemes fall mainly into two categories—the first for young people who are educationally or otherwise disadvantaged, and the second for the enrolment in the service of the community of those young persons who have educational or technical qualifications.

The conclusions covered enrolment, content of programs, conditions of service, administrative arrangements, staff selec-

tion and training, and international co-operation.

The proposed Recommendation envisages that “the essential elements of every scheme should include the safeguarding of human dignity, the development of the personality and of a sense of individual and social responsibility, and the improvement of the educational and vocational qualifications and the work experience of the participants.”



*ILO photo*

Because agriculture must provide for a high percentage of employment in developing countries, many ILO technical co-operation programs are designed to promote rural development. These trainees are working at the ILO-supported Agricultural Training Centre at Guerina, Senegal.



# The New Policy For Canada's Indians



NFB photo



NFB photo

THE FEDERAL Government has issued a policy statement on Indians that could lead to revolutionary changes for the native peoples of Canada. In outlining the policy on June 25 in the House of Commons, Hon. Jean Chrétien, Minister of Indian Affairs and Northern Development, said that a review of Indian policy has shown that "this is the right time to change long-standing policies. The Indian people have shown their determination that present conditions shall not persist."

Mr. Chrétien said that there had developed between the federal Government and the Indians a trustee relationship that he described as being "of a highly paternalistic nature. The Indian people should have the right to manage their own affairs to the same extent that their fellow Canadians manage theirs." This, he said, is the central fact about today's conditions that must be changed.

The new policy is founded on the belief that Canada should be free from discrimination. People should not be kept apart by artificial barriers, Mr. Chrétien said. "The Government believes that the framework within which individual Indians and bands could achieve full participation requires that:

- the legislative and constitutional bases of discrimination be removed;
- there must be positive recognition by everyone of the unique contribution of Indian culture to Canadian life;
- services must come through the same channels and from the same government agencies for all Canadians;
- those who are furthest behind must be helped to catch up;
- lawful obligations must be recognized; and that
- control of Indian lands be transferred to the Indian people."

Mr. Chrétien then went on to outline the four major steps that the Government is prepared to take in creating this framework. The first would be the repeal of the Indian Act. The sec-

ond would be the enacting of legislation that would enable Canada's Indians to control their lands and acquire title to them. The third would be a proposal by the federal Government that the provinces assume the same responsibilities for Indians that they take for other citizens. This last step would be accompanied by a transfer to the provinces of funds normally spent on Indian programs by the federal Government.

Over the next five years, the federal Government will make \$50 million available for the economic development of Indian communities and their residents. This would be followed by the winding up of the Indian Affairs Branch of Mr. Chrétien's department—a process that he estimated would take about five years. The Government, he said, will soon appoint a commission and a commissioner to consult with the Indians to study and recommend acceptable procedures for the adjudication of claims. Mr. Chrétien is setting up also a unit of personnel that will have no duties other than to consult with Indians, the provinces and other federal departments about the means and speed of implementation of the new policy.

Replying to criticism of the new policy, the Minister said in the House of Commons on July 11 that the Government is offering this statement "as a view, a proposal—something upon which the consultation will now take place. The Government considered that it had the duty to put forward proposals for public debate by the Indian people and by all the people of Canada."

Answering questions about Indian lands, Mr. Chrétien said, "What we seek to do is to eventually transfer the lands of which the Indians now have *de facto* possession. What has been suggested is not the distribution of land to individuals, but the transfer in law to the bands of Indian lands, now controlled by them, subject to the legal requirement of the minister's consent."



# Putting a Lid On the Wage-Price Spiral

---

By W. Elliott Wilson

---

Labour and management are Siamese twins, and neither can live without the other. They should be partners in production, rather than competitors for the profits of an enterprise.

*The hurrier I go, the behinder I get.*

NOWHERE IS this pithy Pennsylvania plaint more valid than in the 1969 era of an inflationary wage-price spiral with looming spectres of mounting unemployment. And what is needed to reverse the spiral, to bring about a steady increase in employment matching our rising employable population? There has to be an increase in the production and distribution facilities for goods and services; there has to be a decrease in the outlays of municipal, provincial and national governments for welfare and unemployment benefits; and there has to be a restoration of dignity and self-sufficiency to those on low, fixed incomes, particularly our senior citizens who have no expectation whatever of re-entering the labour market.

A program that can face up to and solve these problems will necessarily be a joint industry-labour effort and, as a bonus, such a program would bring order into the current major area of industry-labour conflict. Caleb Young Rice has put the matter thus:

*Is there no voice in the world to come crying,  
"New dreams for old, New for Old?"  
Many have long in my heart been lying  
Faded, weary and cold.  
All of them all, I would give for a new one  
(Is there no seeker of dreams that were?)  
God, in Thy mercy grant me a true one,  
Grant me a new dream, New for Old.*

In any analysis of the wage-price structure, one necessarily identifies the cycle by which primary materials won from field, forest, earth, sea or sky are refined, moved through processing phases, manufactured, and then transported to the retailer and distributed to the consumer. The prime material in its natural location costs little or nothing—the mineral in the earth, the earth in the field, the tree in the forest, the fish or mineral in the

ocean, the air around us; none of these has any initial cost of any proportion. It is the winning of the raw materials, their shaping to produce goods for human use, the sequential steps of transportation, processing and distribution, that build up to the final cost to the eventual user or consumer.

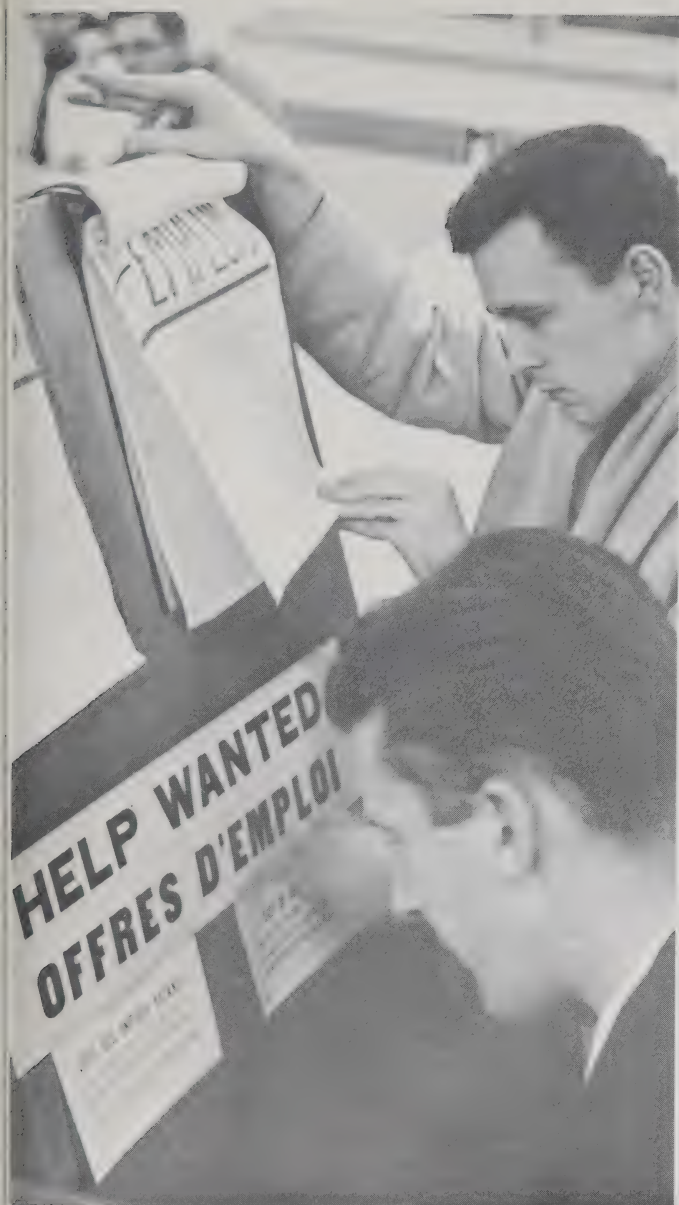
At each stage, a workforce is involved, and the wages of the workforce have, in two major ways, an impact on the cost to the next stage of the partly manufactured or partly distributed goods:

- the actual wages and other costs are a direct charge; and
- characteristically, the operator of each stage calculates his margin or reward — his markup — as a percentage of his total costs at point of handing over to the next stage.

But we should not be misled by the proposition that higher wages are the cause of higher prices. It is partly true, but only partly; and half-truths are usually more misleading than downright lies. It is significant that, over many years, the percentage wage-and-salary content of the Gross National Product has not materially altered, despite the gyrations of what is called the wage-price spiral. But the wage content cannot go scot-free from responsibility, because one of the most essential requirements for a progressive and stable economy is that efficient production and distribution of faultfree goods must keep pace with wage increases. And before the impact of improved production can be gauged, one must identify the extent to which the improvement is to be credited to labour, in return for wages, or is to be credited to improved machinery and equipment, provided by investment of capital and subject to obsolescence, or to new or improved techniques and processes devised by inventive minds.

What, actually, has been accomplished by the efforts of organized labour to secure for the workforce a greater share of the product of industry and commerce? In fairness, the benefits that have been secured have gone also, by indirection, to unorganized labour. It is those who drop out of the labour force by reason of age that suffer most, for they are left behind in terms of income. Undoubtedly, there have been most substantial improvements in hours and conditions of work, including vacations, fringe benefits of many kinds, and pensions. The day-by-day living standards—and spending standards—of the workpeople of 1969 are miles higher than those of the working family at the turn of the century. To the extent that organized labour has confused *more dollars* with *more purchasing power*, however, the record is nothing short of dismal; and it is obvious that a continuation of the wage-price spiral will bring disaster, not a solution of the problem. The oft-repeated statement that the cost of living is going up, begs the real question and obscures the real problem. What has happened is that the purchasing power of the dollar is dwindling—and is dwindling at an alarmingly accelerating rate.

There is an apt, if apocryphal, story of the farmer who wished to buy a 1969 car from a long-time friend of his who had been in



NFB photo

With a steadily increasing demand for goods and services, there will be more room for those wanting work. Young people will be able to look forward to immediate productive and remunerative work, instead of looking for non-existent jobs.

#### W. Elliott Wilson

W. Elliott Wilson is at present Chairman of the Manitoba Workmen's Compensation Board. He was Manitoba's deputy minister of labour from 1947 to 1962, and chairman of the Manitoba Labour Board from 1947 to 1961. In 1960, he was president of the International Association of Governmental Labour Officials. Before entering government service in 1942, Mr. Wilson was a lawyer, specializing in patent law.



the car business since the days of the Model T Ford. The car-dealer friend warned the farmer that prices were up and that he would have to pay a lot more than for his last car. The farmer asked: "How much?" and the 1969 price was quoted. Whereupon the farmer said: "Well, it looks as if I'll have to sell 40 hogs to buy my new car—and I bought my first Model T for 40 hogs." Whether the medium is the message, as the McLuhan jargon puts it, or whether this is merely an irritating exercise in semantics, our confusion results from a failure to recognize that money is merely a medium of exchange. If the worker has to work for an hour to get enough dollars to buy something that has doubled in cost during the past 15 years, he is no further ahead if he doesn't get, for that hours work, twice as many dollars as he was paid for an hours work 15 years ago.

Demands have been made on governments to curb inflation by imposing wage restraints. Organized labour naturally asks why it is always identified as the principal culprit in the problem of price increases, when the surcharges imposed by industry consistently wipe out the short-term advantages of wage increases in fringe benefit enlargements. Governments realize that, even if it were not extremely unpalatable and politically suicidal, the imposition of wage restraints will not be equitably applied, or effectively enforced, without price controls. Industry claims that price controls will kill initiative, discourage expansion and investment, and precipitate unemployment.

In the days of wartime price-and-wage control, one of the major "leaks" developed when—to avoid the impact of strict controls on standard materials already in use—new fabrics and new materials that had to be priced on an ingredient-and-process basis were devised. Manufacturers had to meet government investigations; but government inspectors were at a hopeless disadvantage in such circumstances. Concurrently, in handling applications for wage adjustments, the War Labour Boards were faced with an endless succession of situations in which essential war industries could not secure needed workers of specified skills at the wage level then current in the war industry; and the concept of limiting wage adjustments to the levels generally prevailing was often "interpreted" in a really generous way.

The characteristics of the period succeeding wartime wage and price control have been that:

- a segment of the workforce negotiates a wage increase, ordinarily accompanied by higher fringe benefits that inevitably involve an actual additional cost factor;
- other employers will match this, because they are anxious not to lose experienced staff, or because they believe that, in their own negotiations, they will not be able to avoid granting equivalent increases; thereupon,
- the whole cost of the wage increase and fringe benefit improvement—along with a prudent margin or "cushion"—is recouped by a price adjustment, starting at the particular stage in the production-distribution cycle at which the wage increase originated; and
- the spiral goes into operation at each subsequent stage of the cycle, with the markup progressively higher from stage to stage.

When the wage increase is secured by workers in primary industry, the additional cost to the eventual consumer, pyramiding at each stage, means that the consumer pays several times the original cost. Workers who purchase these goods or services, and who may be employed in operations involved in any one of the successive stages in the cycle, find themselves similarly faced with lower purchasing power; and they, in turn, seek to defend themselves by securing their own wage adjustments. Inevitably, such adjustments become elements in the cost, in respect of which the employers seek to reimburse themselves by price change. Thus another rivulet of added price joins the



stream that started at the primary stage; and the rivulet itself undergoes the widening process as it proceeds toward the final consumer price.

As a horrible, but valid, example, take a workman in a primary industry, who secures a 20-cent-an-hour wage increase on a previous wage of \$3 an hour. To absorb this, the primary industry will determine that, to be on the safe side, it must include rather more than the 20 cents in its costs, so this will probably be a 25-cent adjustment. When the industry's markup is applied to the increased basic costs, the selling price to the processor will be 35 cents higher a unit. At each subsequent stage in the movement from primary product to finished goods sold to the customer, there is a well established characteristic percentage markup. And if the workers at each stage are successful in protecting themselves against the price increases that face them and their families, the markup will at each stage be further affected by an appropriate addition to the costs on which the markup is applied. By the time the spiral reaches the eventual consumer, the effect will be a 50-cent or higher impost attributable to the 20 cents original wage rise, and we still have not carried in the extra burden of wage adjustments for the other workers along the way.

If the foregoing has been considered to be proof of the culpability of wages as the cause of rising prices, then the fault lies in confusing cause and effect. The wage earner thus far has had no chance to rescue himself from the predicament in which he is enmeshed. So long as the situation is misidentified as a matter of rising prices, the real culprit cannot be identified and dealt with.



NFB photo

There has to be a restoration of dignity and self-sufficiency to those on low, fixed incomes, particularly our senior citizens, who have no expectation whatever of re-entering the labour market.

The responsibilities lie with the popular misconception that money is something with an intrinsic substance, instead of being merely a medium of exchange whereby those who labour in one industry or business or profession can secure the goods and services they need from workers or professionals in other fields of endeavour.

Nothing by way of discovery of new principles is involved in my proposal, but rather the identification of a number of well recognized principles and facts, and the marshalling of these in a particular sequence to secure a desired result. The proposal differs essentially from the legend of King Canute and the incoming tide. The royal courtiers predicated their advice to their monarch on the assumption that the King's powers transcended natural laws. No doubt they paid with their heads for their temerity in getting the King's feet wet. The proposal set out below contemplates no more than the assertion and maintenance of control by man over a situation that is the result of his own actions and inactions.

Nor would I claim that the concept is completely worked out. It has been developed to the point where there would be consultation and critical examination, leading to the precise detailing of the total program, noting relevant criteria, and making appropriate modifications and adjustments, particularly as to the timing and proportion of each successive step. Despite its incompleteness, however, there is a workable solution that puts the matter where it belongs—in labour-management co-operation (utilizing the tools of collective bargaining) at the national level, free from all the hobgoblins and gremlins involved in governmental attempts at the imposition of controls.

A stern challenge to the courage and intelligence of labour leaders and industrial associations and spokesmen is involved in this proposal, but there are no grounds for querying whether either intelligence or courage is available. Both have been shown time and again; and there is proof that thinking is on a deeper and more comprehensive basis than ever before. Research is being sponsored by labour and management, and research is the evidence of concern and thought.

The proposed program is calculated to benefit both workers and people on low, fixed income. This would help remove the criticism that organized labour is interested only in its selfish ends, and that it wrongly sloughs off the problem of the senior citizens by saying, "They are the concern of the Government." Where those on low, fixed incomes are helped, there will be a double benefit in respect of welfare and relief costs, for these persons will not only be able to buy and consume more goods but will also have their dignity restored through the knowledge that they are paying their own way. The consequent reduction in relief costs at all stages of government will improve the taxation situation and, where the savings are not reflected in a direct reduction of taxes, at least the money can be put to better public use than in meeting relief rolls. And finally, industry and labour will not be spending so much time—or generating so much heat—at the expense of light—in industrial relations hassles that cause so many work interruptions.

The one result that could be unpalatable to governments is that they could no longer borrow valuable dollars from the public and repay them later with much-less-valuable dollars, again borrowed from the same public to whom it has been the practice to pay interest with money first taken from them in taxes. But if the government is of the people, by the people and for the people (a concept that is not, I trust, the sole property of the United States of America), then one might ask if this is a meritorious objection or one that would cause much sorrow in the ordinary citizen.

What, then, is the proposal for which these qualities are claimed? In its simplest form labour, as a national entity, presents to management, as a national entity, the challenge that,



retail prices on all goods and services are reduced by a stated percentage, labour will make no wage or benefit demands for that year. In each subsequent year for a predetermined or indeterminate number of years, if retail prices are further reduced by a stated percentage, labour will extend for each such year its pledge to make no demands for wage or fringe benefits. In his turn, the retailer would be entitled to have his purchasing price reduced by the same percentage, and the provider of incidental services such as transportation, being faced with no wage increase, but benefiting by a price decrease for his equipment (trucks and gasoline, for example) would be able to meet the requirement that he reduce his charges by the same percentage, yet be no worse off.

Eventually, the primary producer would be faced with no higher wage costs, a slightly lower cost for machinery, fuel (electricity, gas and oil) and for other paraphernalia of production year by year, and would be able, without loss, to adjust his selling cost in a proportionate way. Increased demand for

goods and services from a more generally affluent society would, indeed, improve his cost-sales ratio. Undoubtedly, the most important feature of the concept is that the eventual consumers, be they workers or employers or persons on fixed, low incomes, would be able to purchase more goods and services out of their dollar resources, because these dollars would buy more.

With an ever-growing market for goods and services, the spectre of growing unemployment would be laid, and the number of families on welfare would dwindle (with a corresponding improvement in the tone of our communities) by the restoration of dignity to many despondent families now merely existing. The lowering of per capita welfare costs would further benefit the municipal, the provincial and the national economy. That a terrific amount of study, consultation and work is involved in putting such a concept into workable form is to be expected, but the results would warrant it and, in the operation of the exercise, there would be bona fide co-operation between labour and management—the best product of all.



NFB photo

If there is an increase in the production and distribution facilities, the number of families on welfare would dwindle with a corresponding improvement in the tone of our communities by the restoration of dignity to many despondent families now merely existing.



Intrinsically and inextricably, labour and management are Siamese twins, and neither can live without the other. If one neglects or starves the other, he himself suffers, and if he murders the other, he automatically commits suicide. Joint labour-management committees, in various guises and under differing names, have been hailed in many parts of the North American continent as having in them the germ of a new concept of labour and management as "partners in production," rather than as competitors for the profits of an enterprise. There is a basic validity in the idea, for it recognizes the Siamese twins concept, which is an inescapable fact of industrial and commercial life.

Under the proposal, the monitoring of the scheme would be in the hands of supervising committees appointed by the parties—essentially national committees with appropriate territorial subcommittees similarly constituted. There will be claims that such a system will catch various groups of workers and certain employers in an unfair comparative position; but, for adjustments, one would have recourse to the type of bipartisan provincial or national boards corresponding to the wartime control boards, and armed with authority to:

- allow wage adjustments for specific classifications of employees of an employer, or for the whole workforce of an employer, if the wages paid by that employer are lower than the generally prevailing rates for that locality or comparable localities, for the classifications or plant unit involved (application being available to either employer or affected employees);
- allow working condition adjustments on a similar formula;
- allow price adjustments on a corresponding formula;
- approve equitable maximum prices for new products.

One must not overlook labour's claim to title to annual upward wage adjustments as labour's share of the increase in the Gross National Product, because of the substantial contribution of the workforce to the increase. Nor can one ignore industry's counterargument that this increase is substantially due to plant and operational refinements, massive capital investment, or reinvestment by the ploughing back of profits into the operation. Without assuming to weigh and adjudicate in these conflicts, I submit that the formula can work equitably, and as neither management nor labour would be asking for more money, the problem could reasonably be shelved until such time as the scheme has reached maturity in action, the formula requiring only those periodic adjustments that will inevitably be found necessary.

One of the principal potential values of the proposal is that, with the steady increase in demand for goods and services, based upon a larger purchasing public, there will be accommodation in the workforce for the thousands of young people who are, year by year, applying for employment. They will be able to look forward to immediate productive and remunerative work, instead of traipsing around looking for non-existent jobs.

There is, of course, a third essential element to be considered if this proposed project is to be undertaken:—the consumer, for whom neither management nor labour can assume to speak. In the past, the consumer has, to an appalling extent, been the innocent bystander in strife between labour and management. Most of all, it is the consumer, be he an industrial employer or a workman, who, with his family, bears the brunt of the temporizing palliatives of higher dollar wages and lower purchasing power.

There are organizations that do claim to be the voice of the consumer, and it may well be that they are as entitled to make the claim as an employer organization is entitled to speak for all employers in an industry, region or nation. They may be as well qualified as the union that claims to speak for all the workers in an industry, a region or a nation, where the workforce is many times the member strength of organized labour. That what such a union says would be supported by non-

union labour could be almost assured. Certainly it is quite conceivable that, if either industry or labour were to say "This cannot be done" or "That cannot be done," the consumer's voice would ask, "Why not?" and, after hearing the explanation, go on to say, "It *must* be done." Because of the day-to-day importance of these matters to him, the consumer would be an essential participant in discussions and scrutinies of the keenest type.

For anyone to undertake to lay down the development plan for such a project, and for a government to tell industry and labour to conform is an obvious presumption. The foregoing outline cannot go beyond the general proposition and some obviously necessary indications of major features. It would be for labour, management and the consumer to examine the whole proposal in most thorough consultation and analysis, and bring forward a positive program, adequately phased for progressive adoption.

The outline is admittedly oversimplified, but I confidently submit that there are no fatal fallacies or fanciful assumptions in the basic concept. On this bare skeleton, labour, management and the consumer must put flesh, a circulatory system, and the breath of life. The contribution of governments and of research foundations would be to provide facilities, data, research, and development projections with cross-checks.

The study will necessarily be monumental and long-continued, for it has to be of national scope if it is to have any chance of success. Inflation is a national problem, fast showing up as a national calamity, and with the free flow of goods, services and labour across a nation, regional solutions or experiments are foredoomed to failure. But if the nations of the North American continent can, as they have done, succeed in degrading the purchasing power of the dollar from 100 cents to less than 50 cents in the last 20 years without even trying, there is nothing whatever to prevent the same nations from restoring the purchasing power of that dollar by a sizable percentage annually for several years, producing a stability in the national economy that has been sadly lacking during the post-war period, when our consumer purchasing power has been inexorably slipping away, while we have wrung our hands in complete futility.

In those dark days when Britain stood alone against the might of Hitler's Germany, and when Churchill promised nothing but blood, sweat and tears, one of the great British leader's favourite quotations, a poem by Arthur Hugh Clough, was:

*Say not the struggle naught availeth,  
The labour and the wounds are vain,  
The enemy faints not, nor faileth,  
And as things have been, things remain.*

*If hopes were dupes, fears may be liars;  
It may be, in yon smoke concealed,  
Your comrades chase e'en now the fliers,  
And, but for you, possess the field.*

*For while the tired waves, vainly breaking,  
Seem here no painful inch to gain,  
Far back through creeks and inlets making  
Comes silent, flooding in, the main.*

*And not by eastern windows only,  
When daylight comes, comes in the light,  
In front the sun climbs slow, how slowly,  
But westward, look, the land is bright.*

The task is not impossible: it is a matter of persistency and steadfastness. It will make terrific demands on courage and tenacity—but what is the alternative? An accelerating descent into complete economic chaos.



# CLC Reaction To the Woods Report

THE Canadian Labour Congress has endorsed several of the principles enunciated by the Prime Minister's Task Force on Labour Relations (L. G., May, p. 269) embracing the idea of free collective bargaining. But it has voiced strong criticism of a number of its specific proposals. The views of the Congress were laid out in a memorandum submitted in June to Labour Minister Bryce Mackasey, in which the CLC gave fuller consideration to the proposals and recommendations contained in the task force report (see CLC's initial reaction: L. G., June, p. 319). The submission had been reviewed by a number of union representatives and members of the executive council of the CLC and was presented to the Minister by CLC President Donald MacDonald.

The Congress approved of the position taken by the task force regarding the right to bargain, the role of strikes, the need for more honest recognition of trade unions, strengthening of collective bargaining practices, opposition to compulsory arbitration, and the lack of any real evidence that wage increases have been responsible for inflation. The Congress shared the views contained in the task force report showing the complex causes of inflation as against the simplistic approach that would place the burden entirely on wage increases. The CLC agreed with the proposition that, in the trade-off between full employment and inflation, the preference should be given to full employment, even at the risk of price increases.

The 1,650,000-member body, however, opposed a considerable number of the recommendations; that it described as "highly impractical, and in some cases the remedy suggested might well prove worse than the ailment . . . . When all is said and done," the CLC summarized, "the task force, however sophisticated their knowledge and approach, reflect the typical middle-class attitude to trade unions, what they stand for and how they operate. The report is bound to give credence to widely held opinions that trade unions are monolithic despotisms and that their members need to be protected from their own institutions. We find it hard to accept these inferences with good grace."

The CLC strongly opposed the degree of government intervention suggested in internal union affairs. "This policy is a strange contradiction of the opinion expressed in the report that government participation should be kept to a minimum. We also sense in a number of places in the report an overly protective concern for employers," the brief said. While supporting the espousal of free collective bargaining, the labour body saw a number of recommendations that would "severely limit that freedom and substitute in its place a morass of regulation."

The CLC said it was in agreement with the rejection of compulsory arbitration as a means of settling disputes; but it parted company over the proposal that an exception should be made in disputes affecting the public interest. "There is an altogether too narrow line dividing the exercise of civil rights—in this instance the right to strike—and the imposition of sanctions ostensibly to protect the public interest. It has been observed that in many cases what appeared at first blush to be a menace to the public interest was rather less than that, and in fact need not have been treated with such a crisis approach."

The CLC opposed the creation of a Public Interest Disputes Commission, which would act to end certain disputes, on the

grounds that there is no need for such a tribunal. It criticized the lack of labour and management representatives to serve on the body as recommended in the task force report. The Congress recognized the need for consideration of new and improved methods of settling disputes, and it favoured tripartite consultation involving government, management and labour.

Dealing with strike situations in general, the CLC said recognition of the right to strike inevitably required consideration of the right to picket. While in no way endorsing violence on picket lines, the memorandum described picketing as a civil right that should command the same respect and freedom picketing obtains in other circumstances. "It has become a common phenomenon for those who wish to express a dissent or a condemnation or a wish to bring pressure on governments to engage in some form of picketing," the brief said. "Such picketing may consist of a relatively few individuals or quite considerable numbers. They may picket on the pavements outside buildings such as embassies, or on public property such as the parliamentary grounds. Picketing has been taken to be an expression of freedom of speech."

One of the points on which the CLC voiced strongest criticism of the task force report was the proposal for changes in the structure of the Canada Labour Relations Board. The Congress fears it would become "in effect a labour court with the consequential rigidities in its regulation and administration of the relevant legislation." The CLC objected to the suggestion that a government-appointed board would have a free hand in determining the size and nature of bargaining units. The task force had also expressed a preference for larger bargaining units of the industrial type. The CLC pointed out that craft unions had a long and honourable history in Canada and could not be lightly shunted aside. Bargaining units should be allowed to develop on the basis of the wishes and experience of the parties concerned, the brief stated.

The labour body said that the task force was inconsistent in expressing a desire to avoid government interference and, at the same time, proposing new intervention in internal union affairs. The task force had found that abuse of union power was virtually non-existent, and in these circumstances there was no justification for interference. In comparing the conduct of the internal business of unions and corporations, the brief said, "There are few if any large institutions in Canada that conduct their activities so much in full view of the public as organized labour." The CLC pointed to the publicity given in many quarters to union elections and conventions. "Yet it is the trade union that is singled out and for the control of which clamour is heard. It is our view that the demand for legislative control is less a reflection of need for correction than of the bias that exists against trade unions generally." The net effect of the task force proposals, the brief charged, "is to leave very little in the union constitution that would be subject to control by union members themselves." The CLC said it regarded the recommendations for ratification and strike votes as opening the way for interference with the democratic right of members to make up their own minds. The labour body was deeply concerned about the "heavy onus that the task force is anxious to impose on trade unions without any regard for countervailing accountability by employers."



# The Need for Qualified Manpower

Projections based on a study of the years 1961-1970 indicate that over 90 per cent of Canadians entering the labour force will need at least elementary schooling, Manpower Minister Allan MacEachen told the Hants Industrial Management Club in Wolfville, N.S., in June. He said that this requirement will be a fact of life in Canada as early as next year.

Studies conducted by his department and other research indicate that from now on at least 40 per cent of Canadians entering the labour force will have to have finished high school; at least 16 per cent will require trade school or apprenticeship training; 10 per cent will require university graduation; and another 10 per cent should be qualified as nurses, teachers and graduates of technical and other non-academic, post-secondary institutions.

The most conspicuous aspect of studies made by his department, Mr. MacEachen said, is the heavy demand for persons with technical and scientific training; for example, our universities should be graduating four students in the science professions for every one in the arts fields. A comparison with the current output of technical institutes indicates a shortage of facilities for training students in technical and science-oriented courses.

In terms of job opportunities, Mr. MacEachen said, the most dramatic changes indicated by the surveys would be the increase of professional and clerical workers, the rapid growth of industries using service occupations, and the increased use of managers in nearly all industry divisions.

There would be a decline in the use of labourers in secondary industries, he said, and reduced employment chances in primary industries. Jobs in construction and public utilities are expected to grow more rapidly than total employment, he said, and, in manufacturing, transportation and

communication, at a somewhat slower pace. There would be a rapid growth in jobs in service industries, government, finance and business, and a decline in opportunities in agriculture and forestry.

Mr. MacEachen said studies indicate that there has been a significant rise in the general education requirements for jobs. Demands for those with only elementary education was not keeping pace with labour force growth, and their proportion of employment was declining sharply, he said. But those with high school education could expect job opportunities to grow at a rate about equal to labour force growth. Employment opportunities requiring higher education were increasing at about the same pace as jobs for those with only elementary education were declining.

"This is what we think we'll need over the next decade in terms of jobs," Mr. MacEachen said: "more professional people, more technicians and skilled workers, fewer labourers and semi-skilled persons." Canadians, he pointed out, are becoming aware of the need for increased learning, and more and more emphasis is being placed where it belongs—on technical and vocational training and retraining, and on upgrading labour force skills.

A key factor in efforts to improve the educational standards of Canada's labour force, he said, was the federal Government's Occupational Training for Adults Program, administered by the Department of Manpower and Immigration. Mr. MacEachen noted that "The OTA program is having a good measure of success. In its first year of operation, about 294,000 persons took full or part-time OTA training. Last year, the Department provided training for some 300,000 adults at a total cost of over \$200 million. This year, we expect that about 325,000 will take training under OTA, at a cost of \$250 million. Here in the Atlantic Region, \$33,700,000

will be spent on OTA this year, with well over one-third of that figure—about \$13.2 million—set aside for payment of living allowances."

## The Ontario Scene

The fastest-growing job groups in Ontario over the next two decades will be in the fields of education, research and design, and health, according to a report issued by the Ontario Department of Treasury and Economics. The study, titled, "*Trends in Job Families and Educational Achievement of the Ontario Labour Force*," indicates also that personnel in the clerical field will replace non-specialized tool workers as the largest labour group in the province by 1991.

The projections on manpower requirements are designed to help the Government and other institutions establish long-run policies in education and training programs. The province's total labour force is expected to expand to 4,240,000 by 1991, an increase of 84 per cent over the 1961 census figure of 2,300,000.

Seven of the 18 job families, however, will more than double over the period, according to the study. In order of growth rate, showing 1961 and 1991 figures in brackets, the most rapidly increasing families are:

- education (61,200 to 155,000) 153 per cent;
- research and design, including engineers, scientists, architects, economists and draughtsmen (44,100 to 101,200) 130 per cent;
- health—doctors, pharmacists, nurses—(85,000 to 188,100) 122 per cent;
- salesmen in specialized areas such as real estate, insurance, securities (59,000 to 129,500) 120 per cent;
- personal service class, including

housekeepers, cooks, barbers, waiters (161,100 to 351,500) 118 per cent;

- inspection personnel, foremen, graders (83,300 to 117,200) 113 per cent; and
- clerical, including accountants, stenographers, typists, telephone operators, postmen (370,800 to 752,400) 103 per cent.

Other job families expected to require above-average growth rates are administration and organization including, managers, lawyers and computer programmers; and vehicle operators, and sales people in less specialized fields including retail clerks, news vendors and canvassers. The largest group in the 1961 labour force—non-specialized tool workers—will have a growth rate of only 64.9 per cent, but it will still be second in total numbers by 1991, at 664,000. Job families with less-than-average growth rate include entertainment, protection, welfare, non-specialized machine workers, specialized machine workers, specialized tool workers and farm.

The 63-page report is available from the Economic Planning Branch, Policy Planning Division, Department of Treasury and Economics, Queen's Park, Toronto.

## The U.S. Scene

The number of scientists and engineers rose substantially faster than total employment in private industry in the United States in the year ended January 1967, the U.S. Department of Labor has reported. During that period, the number of scientists and engineers rose by 6 per cent to 1,013,000, compared with a 4-per-cent increase in all occupations in surveyed establishments.

These are major findings in a survey conducted by the Labor Department's Bureau of Labor Statistics in co-operation with the National Science Foundation.

The survey also revealed that:

- technician jobs rose by 9 per cent to 735,000 between 1966 and 1967, topping the growth rate of scientists and engineers for the first time since 1961;
- mathematicians are the fastest growing group of scientists, owing partly to the rapidly expanding use of computers; and
- during 1967, 31,000 mathematicians were employed in private industry—more than double the figure in 1961.

More than 70 per cent of all scientists and engineers in private industry were in manufacturing, with engineers continuing to outnumber scientists by approximately four to one. Almost half the scientists and engineers were employed in these six durable groups: machinery, electrical equipment, aircraft, ordnance, instruments and motor vehicles.

## Employment Review For June

Employment increased seasonally between May and June, rising by 158,000 to 8,020,000. Unemployment, at 383,000, showed little change, and the labour force, at 8,403,000, increased by 155,000.

In June fewer high school students had entered the labour market than at the same time last year. The increase in the teenage labour force accounted for all of the net growth between May and June in the labour force, 155,000. During the same period last year, the increase in the labour force for this age group was 204,000.

Compared with a year earlier, the labour force increased by 245,000, or 3.0 per cent; employment showed a gain of 257,000 or 3.3 per cent; and there were 12,000 fewer unemployed than at the same time last year.

Of the 158,000 increase in employment between May and June, 101,000 were teenagers. Employment of persons 20-24 years of age increased by 53,000.

Farm employment, which usually shows little change at this time of year, declined slightly. In non-farm employment there were gains in forestry, 27,000; trade, 25,000; manufacturing, 24,000; public administration, 23,000; and community, business and personal service, 22,000. Smaller increases were reported in the remaining industries.

The employment gain between May and June in Quebec, 76,000, was larger than in any other region. Employment rose by 42,000 in Ontario, 24,000 in British Columbia, and 19,000 in the Atlantic region. There was no change in the Prairies.

Compared with a year ago, the largest increase in employment took place in community, business and personal service, 100,000, followed by manufacturing, 41,000; trade, 37,000; transportation, communication and other utilities, 29,000; finance, insurance and real estate, 27,000; and public administration, 23,000. Farm employment declined by 11,000.

Regionally, the largest relative increase during the year took place in British Columbia, 8.7 per cent. This compares with gains of 3.5 per cent in the Prairies, 3.0 per cent in Ontario, and 2.5 per cent in Quebec. Employment in the Atlantic region showed little change.

Unemployment, at 383,000, was only 3,000 below the previous month and 12,000 lower than a year ago.

Of the total unemployed in June, 166,000, or 43 per cent, had been unemployed for less than one month, 27 per cent for one to three months, and 30 per cent for four months or more.

## MILESTONES

### Pulp Union President

President of the Independent Pulp and Paper Workers of Canada since 1967, Orville Braaten has died at 51. Mr. Braaten resigned in 1964 as business agent of Local 433, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, after being accused of trying to lead the local into the Canadian pulp union. The Canadian union had been formed after a dispute about American controls over local chapters. After his local members in the international union voted him out of office, Mr. Braaten took over as business agent for the Canadian union.

### Wage Schedules Prepared In May

During May, the Department of Labour prepared 384 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 204 contracts in these categories were awarded. In addition, 290 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in May for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Indian Affairs and Northern Development	1	\$119,142.00
Post Office	6	101,778.08
R.C.M.P.	2	79,728.00
Supply and Services	80	388,853.00

During May, the sum of \$5,185.94 was collected from 9 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 70 workers concerned.



# Bargaining in the Ontario Government Service

**P**UBLIC servants should not have the right to go on strike with the sole objective of compelling a duly elected government to meet their demands, no matter how meritorious they may be. So says Judge Walter Little, of the County Court of Parry Sound, in a report released in May entitled *Collective Bargaining in the Ontario Government Service*. He was appointed two years ago as special adviser by the Ontario Government to investigate the subject. To permit such strike action in law, Judge Little says, "is to imply that our processes of government, and the services that are provided by law for the benefit of all citizens when required, can legally be rendered ineffectual if a critical segment of public servants should engage in strike action."

Judge Little recommends that employees have the right to choose a new bargaining agent where such a change is considered desirable, and to discontinue any collective representation where the majority of the unit so wish. He makes recommendations concerning the use of automatic checkoff for union dues as a form of union security, and points out that the dues should be used only for union expenditures directly applicable to members.

Judge Little recommends that specific mention be made of what matters should not be bargainable. He suggests these might be departmental organization, complement, classification, job evaluation, the merit system and superannuation. Matters that should be subject to bargaining include mileage rates, allowable expenses for moving on transfer, commuting and weekend allowances and similar matters, which should be applied universally to all employees, whether members of a bargaining unit or not.

Judge Little considers in his report some aspects of the evolution of the bargaining process in the Ontario Government service, which, he concludes, is working in a reasonably satisfactory way. He doesn't make any substantive changes in methods and procedures, but he does suggest some modifications to streamline negotiations and grievance procedures. Collective bargaining should not take place oftener than every two years, he thinks; and the period of notice to bargain in advance of the termination of an existing collective agreement should be increased to four months. Disputes between the Ontario Government and its 51,000 civil servants are now settled by compulsory arbitration. Judge Little recommends

that the present grievance procedure be replaced by a procedure formally established under each collective agreement, with provision for final and binding arbitration of grievances arising out of the interpretation, application or alleged violation of the terms of the respective agreements.

David Archer, President of the Ontario Federation of Labour, commenting on Judge Little's report, called the denial of the right to strike "an affront to the dignity" of civil servants. The Public Service Act of Ontario at present does not specifically outlaw strikes, but it provides for automatic dismissal of an employee who stays away from his job without official leave. Mr. Archer applauded the recommendation to give government employees a right to a union of their own choosing, and to provide for automatic checkoff of union dues.

The 43,000 employees in the province-wide public service unit are now represented by the Civil Service Association of Ontario. Judge Little is satisfied that the present bargaining agents represent a substantial majority of the employees involved and that, therefore, there would be no rational justification for interfering with the rights of the bargaining agents. He recommends that employees at the Don Jail in Toronto be merged in the province-wide bargaining unit. Stanley Little, President of the Canadian Union of Public Employees, called the move to include all public service workers as part of a 43,000-worker bargaining unit "unworkable, archaic, and made without an appreciation of the need for bargaining units that are representative of the workers involved." The CUPE, Mr. Little announced, was preparing an extensive White Paper on Judge Little's report, and was planning a demonstration to oppose the recommendations of the report.

George T. Gemmell, President of the CSAO, welcomed the recommendation giving employees freedom to choose their bargaining agent. "If we're not doing a proper job for our members, then they shouldn't be chained to the Association," he said. Donald Reaman, of the United Government Employees Union, which claims a membership of 3,000 government workers, was "delighted" with the recommendation. Mr. Reaman, who lead the breakaway union out of the Association and affiliated it with CUPE (L.G., Jan., p. 6), said that the CSAO should be required to establish proof of membership.

# Counting U.S. Unemployed

**E**VER SINCE the U.S. Employment Act became law in 1946, labour leaders, economists, and employers have debated the significance of unemployment statistics. One recurrent opinion is that the critical question about unemployment is not whether there is any acceptable rate, but rather how the rate can be reduced until it reflects virtually unavoidable unemployment.

Some unemployment is migratory—a New Yorker who leaves his job to seek a higher-paying position in California is listed as unemployed until he is settled in his new workplace. Some is seasonal—workers in fishing, canning, and construction are counted unemployed when weather prevents their working. Some is marginal—housewives, students, and pensioners who work when they need money will be counted as unemployed. Some unemployment results from technological change, but those displaced can and do find other jobs quickly, sometimes through a government, trade union, or industry re-training program.

---

This article was prepared by the U.S. Information Service, which obtained its statistical data from the U.S. Labor Department Report on Employment for March 1969.

---

Unemployment continues but it is not substantial. It has declined steadily since 1961, when it averaged 6.7 per cent, to a current rate of 3.4 per cent. In March 1969, the 76,500,000 Americans at work represented an increase of more than 11,000,000 since 1960. During the same period, unemployment declined by about 2,000,000. The total number of unemployed in March 1969 was 2,700,000. This figure represents 1,000,000 adult men, 964,000 adult women and 734,000 teen-agers. Of the 2,700,000 unemployed, 532,000 are blacks, and it is this group that has the most serious unemployment problems. Most unemployment in the U.S. is short-term—for less than a 15-week period. The number of long-term unemployed—those out of work for 15 weeks or longer—was 455,000 in March 1969.

There are also the unemployables. Many in this group are hard-core unemployed who have never had regular jobs, or who are disabled and can no longer work. Almost all are on welfare and are counted among the unemployed.

To keep count of the unemployed, the U.S. Government makes a systematic effort to determine, each month, how many people are seeking full- or part-time work. No other country

except Canada does this. Each month, the Bureau of Labor Statistics of the U.S. Department of Labor conducts a week-long household survey of the labour force of the United States. A representative sample of 52,000 households is used to estimate how many people are fully employed or partly employed and how many are unemployed. Individuals are regarded as unemployed who are seeking work during the survey week. This system records as unemployed not only the head of a family who is looking for work, but also the student who wants a summer job and the housewife or pensioner seeking part-time employment. In most other industrial nations the system for estimating unemployment is simply to tabulate those who apply for unemployment compensation and those who apply at government-operated labour exchanges for help in finding jobs. If the United States used this system, its estimated unemployment rate would be much lower.

The current rate of unemployment does not indicate that many American families are in serious need, reports the U.S. Information Service, because:

- although the unemployment rate is 3.4 per cent, the rate for married men, who are normally the heads of families is only 1.4 per cent; and
- the U.S. unemployment insurance system, which is federally supported and state-administered, helps to provide income for unemployed workers. This system covers nearly 80 per cent of all wage-earners and salaried employees. The national weekly benefit for each unemployed worker averages \$45, and the duration of benefits averages 23 weeks. Unemployed workers not covered by unemployment insurance benefits are often eligible for public assistance from other governmental sources.

Certain groups, chiefly blacks, teen-agers and unskilled workers encounter more difficulty than others in finding jobs. Negro unemployment is double that of white people—3.1 per cent for white, six per cent for Negroes. Total teen-age unemployment averages about 12 per cent, and Negro teen-age unemployment averages about 25 per cent.

The higher rate of Negro unemployment reflects lower education and fewer marketable skills; less and less is it the result of job discrimination. Many of the nation's leading firms are making special efforts to hire blacks and train them for all kinds of jobs. One result of federal fair employment laws and the nation-wide campaign against discrimination is that more jobs are open to Negro professionals and skilled Negro workers than there are candidates to fill them. Because the increasingly industrialized American economy uses a decreasing proportion of unskilled workers, many insufficiently educated blacks suffer a serious disadvantage. The same applies to teen-agers who do not finish secondary school; 27 per cent of the jobless are teen-agers, and about 30 per cent of these unemployed are students seeking part-time employment.



# PRICE INDEXES

## Consumer, June 1969

The consumer price index (1961 = 100) advanced 1.1 per cent to 125.9 at the beginning of June from 124.9 at the beginning of May. It was 5.2 per cent higher than in June 1968.

The food index advanced 2.2 per cent to 127.8 from 125.1 and was 6.1 per cent above the June 1968 level of 120.5. Over half the increase was attributable to a 12 per cent increase in beef prices. Pork prices increased by 5.7 per cent and other meat items moved up 6.2 per cent. Produce items—onions, carrots, cabbage and celery—registered increases of 10 per cent or more. Lettuce prices declined by about 13 per cent. Most fresh fruits registered increases. Prices were lower for bread, eggs, and margarine and unchanged for butter and sugar.

The housing index rose 0.4 per cent to 124.7 from 124.2. Rents increased 1.1 per cent reflecting increases in a higher proportion of rental contracts that are renewed at this time of year.

The clothing index advanced 0.9 per cent to 124.9 from 123.8. Increased laundry, dry cleaning and shoe repair charges contributed to the overall advance.

The transportation index moved up 0.2 per cent to 120.6 from 120.4; health and personal care, recreation and reading, and tobacco and alcohol indexes were unchanged.

Group indexes a year ago in June were food 120.5; housing (shelter and household operation) 118.3; clothing 121.2; transportation 115.1; health and personal care 127.4; recreation and reading 119.2; tobacco and alcohol 121.3.

## Wholesale, May 1969

The general wholesale index rose to 283.0 in May, 0.3 per cent higher than the April index of 282.2, and 5.3 per cent above the May 1968 index of 268.8. Six of the eight major group indexes increased and two declined.

The animal products group index moved up 3.3 per cent to 326.5 from 316.0 on higher prices for livestock, and fresh and cured meats. An increase of 1.7 per cent to 258.7 from 254.4 in the non-ferrous metal products group index reflected price increases for copper and its products and domestic zinc. The iron products group index rose 0.6 per cent to 284.0 from 282.3 on higher prices for rolling mill products, scrap iron and steel,

and wire. An advance of 0.5 per cent in the non-metallic minerals products group index to 210.9 from 209.9 was attributable to higher prices for lime, petroleum products, salt and plaster. Increases of 0.2 per cent or less occurred in two major group indexes, vegetable products to 238.4 from 237.9 and textile products to 256.5 from 256.4.

The wood products group index declined 2.8 per cent to 393.6 from 405.0 on lower prices for cedar shingles, fir and spruce. The chemical products group index declined 0.2 per cent to 218.5 from 219.0.

## City Consumer, June 1969

Between May and June, consumer price indexes advanced in all 10 regional cities and city combinations. The increases ranged from 0.6 per cent in Halifax to 1.2 per cent in Vancouver.

Most of the increases were due to marked advances in food prices, especially for meats and fresh produce. Housing indexes were higher as a result of increased rents, and clothing indexes moved up in all cities following the removal of sales on certain items and increased prices on some new lines. Transportation components registered upward movements in most central and western cities, reflecting seasonally higher train and inter-city bus fares; slightly lower new car prices outweighed travel costs in the Maritime cities. The health and personal care, recreation and reading indexes, recorded marginal changes, except in Halifax where the price of haircuts increased by more than 12 per cent and in St. John's, where the price of cinema admissions increased by a similar amount. Tobacco and alcohol indexes were unchanged from the preceding month.

Regional consumer price index point changes between May and June were as follows: Winnipeg +1.4 to 123.6; Vancouver +1.4 to 119.9; Edmonton-Calgary +1.3 to 122.1; Toronto +1.2 to 124.5; Saskatoon-Regina +1.2 to 120.1; Montreal +1.1 to 122.5; St. John's +0.9 to 119.9; Saint John +0.8 to 120.3; Ottawa +0.8 to 123.5; Halifax +0.7 to 120.0.

## Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 1.9 per cent to 278.3 from 283.6 in the four-week period May 30 to June 27. The animal products index declined 2.8 per

cent to 372.3 from 383.0 and the field products index moved up 0.1 per cent to 184.3 from 184.2.

## U.S. Consumer, June 1969

The United States consumer price index (1957-59 = 100) rose 0.6 per cent to 127.6 in June.

The price of food, not counting restaurant meals, rose 1.7 per cent; meat, poultry and fish prices increased 4.5 per cent, with higher prices for beef and pork.

Compared with June a year ago, prices have risen 5.5 per cent, and the increase, in contrast to periods when average prices show only a small rise, has been across the board. Also since June a year ago, food prices have risen 5.4 per cent, prices of all services, 7 per cent, non-durable commodities other than food, 4.7 per cent, and durable commodities, 4 per cent.

## British Retail, April 1969

The British index of retail prices (January 16, 1962 = 100) was 131.7 at April 22, compared with 130.3 at March 18, and 124.8 at April 23, 1968.

The index for food items whose prices show significant seasonal variations, home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit, was 152.4, and that for all other items of food was 128.0. Increases in the average price of tomatoes, potatoes, cabbage and fresh fruit were mainly responsible for a rise of about 2 per cent in the average level of food prices as a whole. The index for foods, the prices of which show significant seasonal variations, rose by about 10 per cent to 152.4, compared with 138.4 in March. The index for the food group as a whole was 132.1, compared with 129.4 in March.

In the housing group, there were increases in local rates in most areas in England and Wales and a rise in the average level of rents of unfurnished dwellings. The average level of housing costs rose by more than 1.5 per cent, and the group index figure was 146.4 compared with 144.0 in March.

Mainly as a result of increases in the prices of petrol (gasoline) following an increase in the rate of duty, and a rise in the average level of prices of second-hand cars, the index for the transport and vehicles group as a whole rose by about one per cent to 124.1, compared with 122.8 in March.



# MANPOWER UTILIZATION

## The International Approach to Rehabilitation

The vocational rehabilitation of handicapped citizens is a matter of concern in many countries. To investigate the problem and see what could be done to assist nations seeking to develop services in this field, the International Society for Rehabilitation of the Disabled established The World Commission on Vocational Rehabilitation at its 8th World Congress held in New York in 1960.

A report outlining the accomplishments and conclusions of this project, titled *Final Report on Activities 1961-1966*, was published last year. The study, which was supported, in part, by a research and demonstration grant from the Social and Rehabilitation Service of the United States Department of Health, Education and Welfare concluded that the effectiveness of a World Commission on Vocational Rehabilitation had been demonstrated.

Working in close collaboration with United Nations' organizations, and in particular with the International Labour Office and other national and international organizations, the WCVR conducted a professional program of international technical co-operation. The objectives of the Commission were established as follows:

- to stimulate appropriate action in all parts of the world to meet the vocational needs of disabled individuals;
- to collect information on employment of the handicapped, and to disseminate it to the general public throughout the world as part of the International Society's education and information program;
- to serve as a focal point for identifying research needs, and to advance knowledge in and application of vocational preparation and employment of the handicapped;
- to stimulate the development of sheltered employment opportunities, and to provide work training and employment for those who are not readily able to secure work; and
- to carry on such additional activities as are necessary to accomplish the objectives of the Commission.

The World Commission was concerned with the following aspects of vocational rehabilitation: employment of the handicapped; vocational guidance, counselling, training and selective placement; sheltered

employment; homebound employment; rehabilitation in workmen's compensation and social insurance programs; prevention of permanent disability; and social security, safety, education and public information.

During the period, the WCVR organized a number of seminars and meetings that drew participants from 47 countries and 20 international organizations, and conceived, financed and carried out a comparative research study titled, "*An International Survey on Sheltered Employment Policies and Practices*" subsequently called "*Sheltered Employment of the Disabled—An International Survey*." This survey produced significant findings on 2,800 workshops employing 180,000 people in 37 countries. It drew attention to the fact that sheltered employment is developing throughout the world as a significant factor in social and rehabilitation programs. In this, the WCVR developed a planned approach to research programs that can be used by other international groups, and demonstrated its capability for identifying research needs and facilitating research.

Short-term consultative services were provided by WCVR members and staff, and experience indicates that further study should be done on the role of short-term consultants. There was a high level of interest in this vocational rehabilitation exchange. In a two-year period, 38 countries received direct WCVR exchange services. It was found, however, that a majority of the nations of the world, particularly the developing nations, were not represented in this activity.

The report presents recommendations for continuing the activities of the WCVR and expanding the exchange program. It suggests a follow-up study of the Sheltered Employment Survey, and recommends that research be initiated on vocational rehabilitation counselling, or that national vocational rehabilitation services be developed. It also suggests that an appraisal of international service in vocational rehabilitation be undertaken.

The report recommends publication of the following documents: an annual international anthology and statistical year-

book on vocational rehabilitation; an international quarterly journal of vocational rehabilitation; and a triennial international handbook and directory. It also suggests that new means for providing audio-visual material on an international basis should be explored, and recommends the development of an international program of public information in support of vocational rehabilitation and employment opportunities for disabled persons.

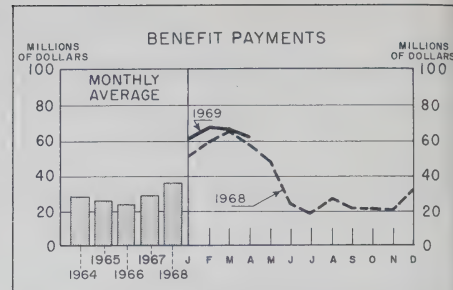
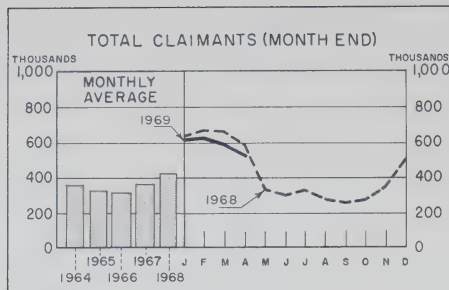
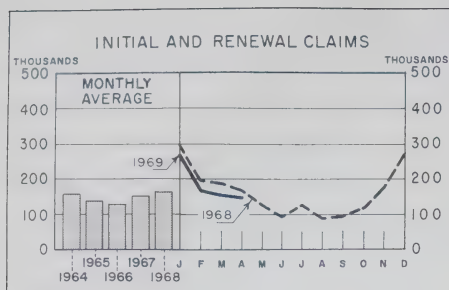
The report particularly emphasizes the need for international professional guidelines and standards in various phases of vocational rehabilitation for nations at several levels of economic and social development. The report is available from the International Society for Rehabilitation of the Disabled, 219 E. 44th St., New York, N.Y. 10017.

## Unemployment Insurance Fund—May

During May, 34,165 investigations were finalized across Canada. Of these, 27,839 were on-premises investigations and 3,334 were selective investigations of claims to verify the fulfilment of statutory conditions. The remaining 838 formal investigations and 2,154 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,956. Prosecutions were commenced in 206 cases, 205 against claimants and one against others. These do not include employer prosecutions commenced by the Revenue Branch and does not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in May totalled \$48,048,251.15 compared with \$44,956,367.93 in April and \$33,586,229.54 in May 1968. Benefit paid in May totalled \$52,886,233.53 compared with \$61,951,609.87 in April and \$46,278,029.06 in May 1968. The balance in the Fund on May 31 was \$360,507,271.69 compared with \$365,345,254.07 at the end of April and \$266,165,851.96 on the last day of May a year ago.





## Unemployment Insurance Report — April

Claimants for unemployment insurance benefit totalled 527,000 on April 30. This was 67,000 or 11 per cent fewer than the total of 594,000 at the end of March. The number of claimants for seasonal benefit declined by 12,000 or 7 per cent, while claimants for regular benefit decreased by 55,000 or 13 per cent. This is the result of seasonal improvement in the demand for labour as well as exhaustions of seasonal benefit.

Ninety-five per cent of the month-to-month decline was accounted for by male claimants whose numbers dropped by 64,000 or 15 per cent. The proportion of male claimants decreased from 72 to 69 per cent. Females declined by 3,000 or 2 per cent.

At the end of April, 71 per cent of the claimants had been on claim for more than 4 weeks; more than two thirds of these were males. Compared with last month, the number in this category decreased by 14 per cent—males by 19 per cent and females by 3 per cent.

A decline of 48,000 or 8 per cent from the April 30, 1968 claimant count of 575,000 was accounted for by a decrease of 51,000 claimants for regular benefit, while the number of claimants for seasonal benefit rose by 3,000.

A total of 155,000 initial and renewal claims were filed in local offices across Canada during April. This was 3,000 or 2 per cent fewer than the 158,000 filed in March and 11,000 or 6 per cent less than the 166,000 filed in April 1968.

The average weekly number of beneficiaries was estimated at 392,000 for April, 526,000 for March and 472,000 for April 1968. For the three dates, benefit payments totalled \$61.9 million, \$66.4 million

and \$56.3 million; average weekly payments were \$31.56, \$31.57 and \$26.52.

All provinces shared in the decrease from the end of March in the count of claimants. In Quebec and Ontario the relative decreases (8 per cent) were lower than the national rate of 11 per cent. While there were fewer male claimants this month in all provinces, the number of females increased in Quebec and Ontario.

In comparison with the end of April 1968, fewer claimants were reported from all provinces except Prince Edward Island and Saskatchewan, where the number of male claimants was greater this year. In Saskatchewan and provinces east of On-

tario, the number of female claimants was higher this year.

Relatively minor changes from March in the number of claims filed were reported. Small increases in Newfoundland, Prince Edward Island, Alberta and British Columbia were offset by decreases in the other provinces.

Compared with April 1968, fewer claims were filed in most provinces. Newfoundland, Nova Scotia, Manitoba and Saskatchewan registered small increases. A proportionately large but numerically small change was reported in Saskatchewan. In Quebec, where the bulk of the decrease occurred, renewal claims accounted for 60 per cent of the reduction.

Unemployment Insurance and Manpower Section, Dominion Bureau of Statistics

Summary Table

	Cumulative Data				
Activity	April 1969	March 1969	April 1968	January to April 1969	12 months ending April 1969
(in thousands)					
Insured population as at month end.....	—	5,478	4,859	—	—
Initial and renewal claims filed					
Total.....	155	158	166	750	1,835
Initial.....	120	124	125	589	1,375
Renewal.....	35	34	41	161	460
Claimants currently reporting					
to local offices.....	527	594	575	592*	410*
Regular benefit.....	369	424	420	—	—
Seasonal benefit.....	158	170	155	—	—
Fishing benefit.....	11	20	11	—	—
Beneficiaries (weekly average) ..	392	526	472	489*	308*
Weeks compensated.....	1,961	2,105	2,125	8,218	16,045
Benefit paid.....	\$61,891	\$66,441	\$56,345	\$256,964	\$464,730
Average weekly benefit.....	\$ 31.56	\$ 31.57	\$ 26.52	\$ 31.27	\$ 28.96

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

# Legal Decisions

The Supreme Court of Canada has ruled that an arbitration board has no jurisdiction to proceed when the appointment of the chairman is untimely.

Legislation Branch

A majority of four to one of the Supreme Court of Canada decided on April 22, 1969 that an arbitration board had no jurisdiction to consider the merits of a grievance. The grievor's appointee to the board, whose duty it was in certain circumstances under a collective agreement to request the Minister of Labour to appoint a chairman to the board, did so only after the time limit set in the collective agreement had expired; moreover, the agreement provided that if, at any stage of the grievance procedure, the prescribed time limit was not observed, the grievance would be deemed withdrawn. The arbitration board, being out of time, was found to be improperly constituted.

The collective agreement between General Truck Drivers Union, Local 938 and Hoar Transport Company Ltd. provided for a grievance procedure terminating in binding arbitration, if necessary. After the company rejected a discharge grievance, the union indicated that it wished to proceed to arbitration. Both the union and the company named their appointees to the arbitration board within the time limits stipulated in the collective agreement. The agreement also provided, however, that the appointees were to select a chairman within 15 days of their appointment; if they failed to do so "the aggrieved party's appointee" was, within five days, to request, in writing, the Minister of Labour of Ontario to name a chairman. Although agreement was not reached on a chairman for the arbitration board, the union's appointee did not write to the Minister within the prescribed period; indeed, it was not until a month later that the union appointee discussed the matter with the company appointee. Only then did the union appointee write to the Minister. The request that a chairman be named was granted.

A majority of the arbitration board held that it had jurisdiction to hear and determine the grievance. A motion by the com-

pany to quash the arbitration proceedings by way of *certiorari* and to obtain an order prohibiting further proceedings was dismissed by the Ontario High Court. A majority of the Ontario Court of Appeal reversed this decision.

The question before the Supreme Court of Canada was whether the arbitration board had jurisdiction to consider the merits of the grievance where there was clearly a failure on the part of the union appointee to comply with the time limit in the collective agreement.

Mr. Justice Judson, speaking for the majority of the Supreme Court of Canada, found that the collective agreement provided that if, at any time during the carrying out of the grievance procedure, "the grievance has not been processed by the grievor, his representatives, or agents in accordance with the time limit as prescribed, the grievance shall be deemed to have been withdrawn." It was found, too, that the union appointee had been well out of time when he wrote to the Ontario Minister of Labour requesting the appointment of a chairman. For this purpose, Mr. Justice Judson said, the union appointee was the "aggrieved party's appointee." The union appointee was the only person who could make the request on behalf of the grievor and he did so as the representative or agent of the grievor. Mr. Justice Judson found no conflict between the union appointee being the "aggrieved party's appointee" and performing a quasi-judicial function as a member of an arbitration board; the judicial function was assumed only at a later stage in the proceedings, when the board became fully constituted with a chairman.

The arbitration board, being bound by the collective agreement, was obliged to adhere to the stipulations of the agreement regarding timeliness of appointments. It could not ignore or dilute the force of these obligations nor change their purport by means of amendment or substitution. Similar opinions were recently expressed by the Supreme Court of Canada in *Union Carbide Canada Ltd. v. Weiler et al.* (L. G., April, p. 237) and *Port Arthur Shipbuilding Company v. Arthurs et al.* (L. G., March, p. 172); these decisions determined the disposition of the case at bar.

The majority of the Supreme Court of Canada decided to dismiss the case at bar, thereby upholding the decision of the majority of the Ontario Court of Appeal to grant *certiorari* and quash the ruling of the arbitration board for lack of jurisdiction. *R. v. General Truck Drivers Union, Local 938, et al. ex parte Hoar Transport Company Ltd.*, 69 CLLC, para. 14,180.



# Railway Arbitration

Cases 150 to 157

Eight disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on June 10, 1969. The arbitrator dismissed five of the grievances and allowed three.

## CASE NO. 150

Dispute between the Canadian Pacific Railway Company (S.D., P.C. & News) and the United Transportation Union (T) over the assignment of a sleeping car conductor.

A Winnipeg Seniority District conductor was used as assisting conductor on a train from Winnipeg to Toronto because there were extra sleeping cars in service between those points. He returned to Winnipeg in this same capacity. Three conductors from the Toronto district then submitted claims for hours on the grounds that the Winnipeg conductor should not have been used on the trip.

The collective agreement states that a conductor "shall belong to the district on which his run originates," but goes on to say that nothing prohibits the company from using a conductor from another district in service toward his home station from certain terminals. The company complied with these parts of the agreement, the arbitrator said.

The union's contention, he said, would require that a Toronto conductor be deadheaded to Winnipeg to make the trip to Toronto; that he make the trip to Toronto and back to Winnipeg in service; and then be deadheaded back to Toronto. "I am unable to find in the collective agreement any clear requirement that this cumbersome and expensive procedure be followed," he said in dismissing the grievance.

## CASE NO. 151

Dispute between the Canadian Pacific Railway Company (C.P. Transport Dept.) and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim by a warehouseman-driver for a highway trip.

The terminal manager at a station engaged a transport company to complete the haul of a trailer of ice cream. On the return trip, the transport hauled an empty Canadian Pacific transport trailer. The union contended that the company violated the agreement as a result of the contracting out of the work.

The arbitrator found that the grievor was not a mileage-rated employee; he was classified as a warehouseman-driver, but he was qualified to do the work had the company assigned him to do it. The agreement, the arbitrator said, "neither expressly nor implicitly prohibits the company from contracting out work." Neither of the provisions of the agreement relied upon by the union supported their case, he said. He dismissed the grievance.

## CASE NO. 152

Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim for overtime work.

The brotherhood claimed that the company had violated the collective agreement when it called unassigned instead of regularly assigned employees for a second overtime shift. It had been the practice of the company to call regularly assigned employees for both first and successive overtime shifts after the junior employees had worked 40 hours for the week, and work was required on Saturday and Sunday. But the next month, after regularly assigned employees had been employed for the first eight-hour overtime shift, the unassigned employees who had their 40 hours were called for a second shift and worked eleven hours. The practice that had been in effect was discontinued by the company with notice to, but without approval by, the brotherhood.

# Decisions Of the Umpire

The arbitrator found that the collective agreement allowed for "overtime work as arranged locally." He said that whether "these arrangements are wise or unwise, it is the case that these are existing local arrangements, and that these arrangements comply" with the agreement. "It is clear that the grievors are entitled to rely on these arrangements and, in the circumstances of this case, to claim the overtime work to which the local arrangements entitle them." He allowed the grievance.

## CASE NO. 153

Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over overtime work.

The brotherhood claimed that the company had violated the collective agreement by calling an unassigned instead of a regularly assigned employee for a second overtime shift. The facts of this case are similar to those in Case No. 152, and the events took place at the same terminal. The arbitrator gave the same award, allowing the grievance.

## CASE NO. 154

Dispute between Canadian National Railways and the United Transportation Union (T) over claims of a conductor and crew for payment on the basis of two separate tours of duty on one day.

An unassigned conductor and crew were called to handle a freight train. After 33.5 miles, they were told to leave the cars in their train and go back 20.5 miles to pick up two loads of perishable fruit, and then continue to their objective terminal and pick up the cars they had left.

The conductor and crew submitted claims for payment for the original tour of duty between the original terminal and their destination, plus a claim for the tour of duty for the 20.5 miles and back to the other cars. But payment was made for one continuous tour of duty, leaving a difference of 59 miles between payment and claim. The company argued that the grievance was not arbitrable, as the time limits for processing the matter were not complied with. The arbitrator agreed and dismissed the grievance.

## CASE 155 AND 156

Disputes between Canadian National Railways and the United Transportation Union (T) over a claim for holiday pay and for runaround pay.

The arbitrator found that the preliminary objections in these cases and the facts on which the objections were based were identical to those in Case No. 154. In that case, the grievance was not arbitrable, as the time limits for processing the matter had not been complied with. Therefore, he dismissed the grievances.

## CASE NO. 157

An ex parte dispute between the Canadian Pacific Railway Company and the United Transportation Union (T) over the interpretation and application of a clause in the collective agreement.

Seven employees of the railroad must remain overnight in Montreal and had tried to acquire suitable accommodation as set down in a memorandum of agreement. They later contended that the company was ignoring its responsibility for providing suitable sleeping quarters, and the company acknowledged that the quarters, which were in a railway station, were not suitable. The arbitrator then said that the real issue was the nature of the award that he should make.

Finding that the company was in default of its obligation, he directed it to provide suitable quarters. He also added that, until the company complied, its employees could seek their own accommodations, and the company must pay for them.

A woman formerly employed as a part-time saleslady in a department store filed an initial application for benefit. She had been working for more than a year at a salary of \$1.14 an hour. Her employment was terminated because of a change made in her hours of work that she considered unacceptable. She registered for employment as a part-time saleslady. She was ready to accept afternoon work from Monday to Saturday, although she preferred not to work on Saturday.

Five months later, the woman had not yet found employment. She said she had not worked, been sick or gone on trips since she began receiving benefits. "I am always ready to work and capable of work in my usual occupation at any time. I am not pregnant and my husband agrees to my working. I am available for work from 1 p.m. to 5 p.m., as my children must have a good meal at noontime."

At the end of the month, the local insurance officer notified the claimant that she was disqualified from receiving benefit, beginning three weeks previously. She was told that she had failed to prove that she was available for work as required in the Act, because her chances of finding a job under the conditions specified appeared very limited.

The local office telephoned the woman and told her about the administration of the Act. The only concession she could make to increase her opportunities for finding employment was to work until 6 p.m. instead of 5 p.m. each day.

The board of referees heard the case and by a majority decided to dismiss the appeal. The claimant told the board that she would work one morning or one evening a week. The board thought, however, that, although the claimant was willing to this extra time, this was not enough to increase her chances of finding a job. By this time, she had been unemployed for more than six months. The board believed that this was sufficient time to explore the labour market and to show clearly that her possibilities of finding work under the conditions she specified were very limited.

The claimant then appealed to the umpire. She stated among other things that the hours she wished to work were not a reason for suspending her benefit, because they were quite normal for a part-time employee.

At the hearing, the umpire noted that, according to the established jurisprudence, a claimant who has a work pattern for part-time employment should be given a reasonable period of time to find the same type of work. Moreover, the length of such a period is determined by taking into account all the circumstances of a particular case, such as work pattern and type of work required, as well as the possibilities of obtaining a similar occupation on the labour market. Because the claimant lived in a large centre, the umpire believed that something was surely amiss: either the claimant failed to make genuine efforts to obtain work or her requirements reduced unduly her likelihood of finding a job. In either case, because availability for work is a matter of fact, the umpire decided not to modify the majority decision of the board of referees and hence dismissed the claimant's appeal.



# Certification

## *Before the CLRB*

The Canada Labour Relations Board met for three days during June. It granted seven applications for certification, rejected one, and ordered three representation votes. During the month it received six applications for certification, two applications for revocation of certification and two requests for the review of earlier decisions. It allowed the withdrawal of three applications for certification.

### **Applications for Certification Granted**

1. United Transportation Union on behalf of a unit of bus service personnel employed by Canadian National Railways in its Newfoundland area. The Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, the International Association of Machinists and Aerospace Workers, and Division No. 4, Railway Employees' Department, had intervened (L. G., June, p. 344).

2. International Union of Operating Engineers, Local 115, on behalf of a unit of pilots and an observer employed by Okanagan Helicopters Ltd., Vancouver International Airport, B.C. (L. G., June, p. 345).

3. International Union of Operating Engineers, Local 115, on behalf of a unit of air engineers and shop employees employed by Canadian Helicopter Overhauls Ltd., Vancouver International Airport, B.C. (L. G., June, p. 345).

4. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Borisko Brothers Limited, Scarborough, Ont. (L. G., June, p. 345).

5. Public Service Alliance of Canada on behalf of a unit of employees of the Royal Canadian Mint, Ottawa, Ont. (L. G., July, p. 400).

6. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers, helpers and garage employees employed by Inter-City Transport Limited, Trois-Rivières, Que. (L. G., Aug., p. 472).

7. International Union of Operating Engineers, Local 115, on behalf of a unit of equipment operators employed by Gold River Construction Ltd., Whitehorse, Y.T. (L. G., Aug., p. 472).

### **Application for Certification Rejected**

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, Canadian National Railways, Montreal, Que., respondent (garage employees, Newfoundland area), United Transportation Union, intervener, International Association of Machinists and Aerospace Workers, intervener, and Division No. 4, Railway Employees' Department, intervener. The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote conducted by the Board (L. G., June, p. 344).

### **Representation Votes Ordered**

1. United Transportation Union, applicant and intervener, Brotherhood of Railway Carmen of the United States and Canada, applicant, and Canadian National Railways, Montreal, Que., respondent (garage employees, Newfoundland area), Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, intervener, International Association of Machinists and Aerospace Workers, intervener, and Division No. 4, Railway Employees' Department, intervener (L. G., June, p. 345). The Board ordered that a representation vote of the garage employees be taken and directed that the names of the United Transportation Union and Brotherhood of Railway Carmen of the United States and Canada, appear on the ballot (Returning Officer: W. J. Gillies). An earlier vote of the same unit of garage employees had been taken with the names of two applicant unions on the ballot, the United Transportation Union and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees. The first vote resulted in rejection of the latter union's application (see

above), but was not decisive because the Board felt there was some question as to the timeliness of one ballot cast by mail in favour of the United Transportation Union.

2. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and W. D. Calderone, Scarborough, Ont., respondent (Returning Officer: K. Hulse) (L. G., June, p. 345).

3. *Le Syndicat général du cinéma et de la télévision (CSN) (Section Radio-Canada)*, applicant, *Les Services Ménagers Roy Ltée*, Montreal, Que., respondent, and Building Service Employees Union, Local 298, intervener (L. G., July, p. 400). The Board directed that the names of the applicant and the intervener appear on the ballot (Returning Officer: R. E. Bouchard).

#### Applications for Certification Received

1. General Drivers, Warehousemen & Helpers, Local Union 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Merit Transport Ltd., St. Boniface, Man. (Investigating Officer: A. E. Koppel).

2. Beverage Dispensers and Culinary Workers Union, Local 835, Hotel, Restaurant and Bartenders International Union on behalf of a unit of cookhouse and bunkhouse employees of Norcan Camp Services Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

3. Tunnel and Rockworkers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of employees of Dawson Construction Northern Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

4. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of employees of Dominion Bridge Company, Limited, Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

5. Tunnel and Rockworkers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of personnel employed in the Yukon Territory by Pacific Diamond Drilling Co. Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

6. Tunnel and Rockworkers' Union, Local 168, Labourers' International Union of North America on behalf of a unit of personnel employed in the Yukon Territory by Rupert Drilling & Exploration Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

#### Applications for Revocation of Certification Received

1. W. O. McCamon, *et al.*, applicants, McKee Moving & Storage Co. Ltd., Saskatoon, Sask., respondent company, and Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L. G., Feb. 1968, p. 102).

2. Michael Barbetta and Theodore Ewanika, *et al.*, applicants, Air Canada, respondent company (crew schedulers and crew clerks), and International Association of Machinists and Aerospace Workers, respondent union (L. G. 1957, p. 174).

#### Requests for Review under Section 61(2)

1. International Association of Machinists and Aerospace Workers applied for amendment of the certificate issued by the Board June 23, 1958, that certified the union as bargaining agent for a unit of employees of TransAir Limited, Winnipeg, Man. (L. G. 1958, p. 880). The request involves a proposed variation in the certificate to include commissary clerks.

2. Luc Gendreau and Jean Louis Boisseau applied for amendment of the certificate issued by the Board June 6, 1953, that certified *le Syndicat National des employés de la Voix de l'Est* (CSN), as the bargaining agent of a unit of employees of *La Voix de l'Est Ltée*, Granby, Que. (Radio Station CHEF) (L. G. 1963, p. 692). The applicants requested that the classification of salesmen be deleted from the bargaining unit.

#### Applications for Certification Withdrawn

1. Seafarers' International Union of Canada, applicant, Jean Bouchard in trust for Canadian Vickers Limited, Lauzon, Que., respondent, Canadian Vickers Limited, intervener, Marc Carrière Limitée, intervener, and Messagerie Cotière Ltée, intervener, (L. G., May, p. 284).

2. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Reimer Express Lines Ltd., Winnipeg, Man., respondent, (L. G., Aug., p. 472).

3. International Union of District 50, United Mine Workers of America, applicant, Valleyfield Dock & Terminal Co. Limited, Valleyfield, Que., respondent (L. G., Aug., p. 473).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.



# Conciliation

## *Before the Minister of Labour*

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. National Harbours Board, Port of Montreal (general forces, grain elevator and cold storage employees at Montreal) and the National Syndicate of Employees of the Port of Montreal (CNTU) (Conciliation Officer: C. E. Poirier).

2. Clarke Steamship Company Limited, Albert G. Baker Limited, Eastern Canada Stevedoring Ltd., Terminus Maritime Inc., Quebec, Que., and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 1257 (Conciliation Officer: G. R. Doucet).

3. Canadian Broadcasting Corporation and *Association des Réalisateurs de la radio* (Conciliation Officer: C. E. Poirier).

4. Millar and Brown Limited, Cranbrook, B.C., and the Office and Technical Employees' Union, Local 15 (Conciliation Officer: A. A. Franklin).

5. Terminus Maritime Inc., Quebec, Que., and *le Syndicat National des Débardeurs des quais de Baie Comeau* (CSN) (Conciliation Officer: S. T. Payne).

6. Atomic Energy of Canada Limited, Pinawa, Man., and Local 608, International Association of Machinists and Aerospace Workers, and Unit 2, Local 308, Service Employees' International Union (Conciliation Officer: A. E. Koppel).

7. Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (Conciliation Officer C. A. Ogden).

8. Consolidated Aviation and Fueling of Toronto Limited, Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B. McRae).

9. Canadian National Steamship Company Limited, Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

10. *Robert Transport Limitée*, Rougemont, Que., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne).

11. The Pembroke Electric Light Company, Limited, and International Brotherhood of Electrical Workers, Local Union No. 1905 (Conciliation Officer: H. A. Fisher).

12. Kent Driver Services Limited, Merlin, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 (Conciliation Officer: K. Hulse).

### **Settlements by Conciliation Officers**

1. Veteran Transfer Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local No. 362 (Conciliation Officer: D. H. Cameron) (L. G., June, p. 346).

2. Millar and Brown Limited, Cranbrook, B.C., and the Office and Technical Employees' Union, Local 15 (Conciliation Officer: A. A. Franklin) (See above).

3. John N. Brocklesby Transport Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local Union 419 (Conciliation Officer: K. Hulse) (L. G., Aug., p. 473).

4. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Local 3016, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: D. S. Tysoe) (L. G., Aug., p. 473).

5. The Goderich Elevator and Transit Company Limited, and Federal Union 23736, CLC (Conciliation Officer: H. A. Fisher) (L. G., July, p. 401).

6. Upper Lakes Shipping Ltd., Grain Elevator Division, Goderich, Ont., and Federal Union 23736, CLC (Conciliation Officer: H. A. Fisher) (L. G., July, p. 401).

7. Coast Ferries Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron) (L. G., June, p. 346).

8. Consolidated Aviation Fueling and Services Limited Montreal International Airport, Dorval, Que., and Lodge 2301 International Association of Machinists and Aerospace Workers (Conciliation Officer: reassigned to S. T. Payne) (L. G., April, p. 244).

### **Conciliation Board Appointed**

Atomic Energy of Canada Limited, Chalk River, and Atomic Energy Allied Council, AFL-CIO and CLC (L. G., July, p. 401).

### **Conciliation Boards fully Constituted**

1. The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (L. G., Aug., p. 473) was fully constituted in June with the appointment of Dr. Noel A. Hall of Vancouver, as Chairman. Dr. Hall was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. A. Bourne and union nominee H. Rankin, both of Vancouver.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between British Columbia Maritime Employers' Association, Vancouver, and International Longshoremen's and Warehousemen's Union, Canadian Area (L. G., Aug., p. 473) was fully constituted in June with the appointment of R. A. Gallagher, Q.C., of Winnipeg, as Chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. Boyd Ferris and union nominee William A. Stewart, both of Vancouver.

### **Settlement by Conciliation Board**

CJCH Limited, Halifax, N.S., and Local 1318, International Brotherhood of Electrical Workers (L. G., Aug., p. 474).

### **Conciliation Board Not Appointed**

Aqua Transportation Limited, Vancouver, B.C., and the Canadian Merchant Service Guild (L. G., July, p. 401).

### **Strike Action**

1. Aqua Transportation Limited, Vancouver, B.C., and the Canadian Merchant Service Guild (strike began June 10) (See above).

2. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Plant, Traffic, and Clerical Divisions) (strike began June 23) (L. G., Aug., p. 474).

3. Smeed's Moving and Storage Ltd., Regina, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (strike began June 23) (L. G., Aug., p. 474).

4. Northern Industrial Carriers Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (strike began June 18 and terminated June 23 with the assistance of D. H. Cameron) (L. G., Aug., p. 474).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

# Publications

## In the Library

List No. 246

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

### Civil Service

1. U.S. Bureau of Labor Statistics. *Wage chronology: Federal classification act employees, 1924-68*. Washington [G.P.O., 1968]. 69p.

2. U.S. President's Review Committee on Employee-Management Relations in the Federal Service. *Report*. [Washington, U.S. Dept. of Labor, 1969?]. 54p.

"Draft."

At head of title: Attachment B to the 56th Annual report of the Secretary of Labor.

Hon. Willard Wirtz, chairman.

### Collective Bargaining

3. Chernish, William N. *Coalition bargaining; a study of union tactics and public policy*. Philadelphia, University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Unit [1969]. 286p.

This study was first done as a doctoral dissertation at the University of Pennsylvania.

"Coalition bargaining is an attempt by a group of local and international unions, usually in an industrial setting, to bargain with a multiplant, multiunion employer on a joint basis for all of the employees represented by those unions." This book deals with various aspects of coalition bargaining, examines several important coalition cases, and discusses the impact of coalition bargaining on the unions, the companies, the employees, and the public.

### Education

4. Cox, Robert W. *Education for development*. Geneva, International Institute for Labour Studies, 1968. 310-331p.

Reprinted from *International Organization*, Vol. xxii, no. 1, 1968.

5. Eckstein, Otto. *Education, employment, and Negro equality*. [Washington, U.S. Dept. of Labor, Manpower Administration, 1968], 23p.

Seminar on Manpower Policy and Program.

"Condensed transcript of the seminar held in Washington, D.C., April 18, 1968."

6. Hartley, Harry J. *Educational planning, programming, budgeting; a systems approach*. Englewood Cliffs, N.J., Prentice-Hall [1968] xiv, 290p.

### Industrial Relations

7. Canada. Task Force on Labour Relations. *Canadian industrial relations; the report of Task Force on Labour Relations*. [Ottawa, Queen's Printer, 1969]. xi, 250p.

Members of Task Force: H. D. Woods, chairman, A. W. R. Carrothers, John H. G. Crispo, and Abbé Gérard Dion.

Report presented to the Prime Minister.

The Task Force made recommendations concerning a number of matters such as "the structure and operation of collective bargaining, union and management rights and responsibilities, potential emergency disputes, picketing and boycotting and enforcement of the law, adaptation of collective bargaining to industrial conversion, collective bargaining and the trade-off, the structure, the role and powers of the Canada Labour Relations Board as the paramount instrument for the administration of the collective bargaining system, and constitutional obstacles to the reformation of national labour policy."

8. Cutler, Philip. *Labour relations and court review; a study in the supervision and control of administrative tribunals*. Montreal, Tundra Books, 1968. 332p.

"This book is based on the thesis for a doctorate in law granted at the Université de Montréal, 1968."

This book examines the controversy surrounding the interpretation and application of the Quebec Labour Code of 1964. It is concerned with the authorities who administer the code, and with the role of the courts in enforcing the decisions and orders of these authorities. There is also an "analysis of the court's supervisory control when there is a challenge to the jurisdiction



of these authorities to exercise, or refuse to exercise, certain functions."

9. Goldenberg, Hyman Carl, ed. *Construction labour relations*, edited by H. Carl Goldenberg [and] John H. G. Crispo. [Ottawa] Canadian Construction Association [c1968]. [xv], 670p.

Commissioned by the Canadian Construction Association. Contents: Introduction [by] John H. G. Crispo. Economics aspects: work, income and cost stabilization [by] Frank Wildgen. Technological change [by] R. F. Legget, N. B. Hutcheon [and] W. G. Brown. Manpower requirements [by] F. D. Upex. Training requirements and methods [by] C. Ross Ford. Labour standards legislation [by] Gérard Hébert. Labour relations acts [by] A. W. R. Carrothers. Jurisdictional disputes [by] Gérard Dion. Countervailing employer power: accreditation of contractor associations [by] H. W. Arthurs [and] John H. G. Crispo. The structure and performance of collective bargaining systems [by] Gordon W. Bertram. Wage structure and wage changes [by] Gordon W. Bertram. Collective agreements, 1956, 1966 [by] Félix Quinet. Legislated and negotiated benefit plans [by] Samuel Eckler. Summary and conclusions [by] H. Carl Goldenberg [and] John H. G. Crispo.

### Labour Supply

10. Princeton Manpower Symposium, Princeton University. 4th, 1968. *The transition from school to work; a report based on the Princeton Manpower Symposium, May 9-10, 1968*. Princeton, N.J., Princeton University [1968]. viii, 282p.

"Organized by U.S. Department of Labor, U.S. Department of Health, Education and Welfare, National Manpower Policy Task Force and the Woodrow Wilson School and the Industrial Relations Section, Princeton University, Princeton, New Jersey, U.S.A."

The Symposium examined the extent of the youth unemployment problem and discussed the rôles and responsibilities of schools, private enterprise, trade unions, voluntary agencies, and various levels of government in better preparing young people for work, who were not going on to university.

11. [Research Conference on Labor Relations, University of California, Los Angeles. 10th, 1967]. *Manpower planning and forecasting; proceedings of the Tenth Annual Research Conference, April 10-11, 1967*. Los Angeles, Institute of Industrial Relations, University of California [1968]. 61[i.e. 67]p.

Presented by the Institute of Industrial Relations in co-operation with University Extension, University of California at Los Angeles.

Contents: The impact of technological change on employees in the Southern California aerospace industry [by] Paul Prasow. The minority group employee [by] William H. Reynolds. Problems of industrial organizations in manpower planning and forecasting [by] Ben H. White. The role of government in effective manpower planning and forecasting [by] Paul W. Little. "Communities" and the death of manpower planning [by] Monroe E. Price.

12. U.S. Bureau of Labor Statistics. *Occupational employment patterns for 1960 and 1975, a study sponsored by the Manpower Administration*. Washington [G.P.O., 1968]. 283p.

13. U.S. Department of Labor. Manpower Administration. *Canada manpower policy and programs*. [Washington, G.P.O., 1968]. 37p.

### Labouring Classes

14. Alba, Victor. *Politics and the labor movement in Latin America*. Stanford, Calif., Stanford University Press, 1968. 404p.

Translation and revision of *Historia del movimiento obrero en América Latina*.

15. Carbery, Thomas F. *Progress to prosperity: an examination of the role of the unions in the post-devaluation period*. by Thomas F. Carbery and David M. Kelly. Glasgow [1968 ?]. 33p.

16. Chaplin, David. *The Peruvian industrial labor force*. Princeton, N.J., Princeton University Press, 1967. xviii, 324p.

17. North American Conference on Labor Statistics. 25th, Toronto, 1967. *Proceedings, June 12-16, 1967, Toronto, Ontario*. [Washington, G.P.O., 1968]. 286p.

Co-sponsored by the U.S. Bureau of Labor Statistics, Canada Department of Labour, and the Ontario Dept. of Labour. Earlier conferences were designated as Interstate Conference on Labor Statistics. This 25th conference, the first to be held outside the U.S., was designated as North American Conference on Labor Statistics.

Some of the topics discussed at this conference were collection of wage data, minimum wage, price statistics, manpower forecasting, and manpower statistics.

18. U.S. Department of Labor. Labor-Management Services Administration. *Railroad shopcraft factfinding study*. September 1968. [Washington, G.P.O., 1968]. xxi, 175p.

—Appendix volume. xii, 211p.

Appendix 1 in Appendix volume contains the Report of the Special Railroad Board established pursuant to the Public Law 90-54, under the chairmanship of Senator Wayne L. Morse.

This study furnishes background information to the parties in their next round of collective bargaining negotiations.

### Research

19. Byham, William Clarence. *The uses of personnel research*. [New York] American Management Association [1968]. 112p.

20. Galtung, Johan. *Theory and methods of social research*. Oslo, Universitetsforlaget, New York, Columbia University Press [etc.], 1967. 543p.

### Women

21. Confédération des Syndicats Nationaux. *Mémoire présenté à la Commission royale d'enquête sur le statut de la femme au Canada*. [Montréal 1968]. 49p.

22. Gelber, Sylva M. *The new role of women*. [Ottawa] Canada Department of Labour [1969]. 35p.

Presented as a part of a Symposium, New Morality: Challenge to Old Values, arranged under the auspices of the Jewish Family and Child Services, Toronto, Ontario, Thursday, January 23, 1969.

### Miscellaneous

23. Cape, Edward. *The Economic Council and its Fifth annual review*. [Montreal] Private Planning Association of Canada, Canadian Trade Committee, [1969]. 59p.

24. Gordon Kermit, ed. *Agenda for the Nation; papers on domestic and foreign policy issues* by Stephen K. Bailey [and others]. Washington, Brookings Institution [1968]. 620p.

25. U.S. Bureau of Labor Standards. *Status of safety standards*. [Washington, G.P.O., 1968]. 107p.

26. *Improving labor-management relations in an age of automation*, by Benjamin S. Kirsh (in *Automation*, May 1969, p.52-54).

Mr. Kirsh, a New York City lawyer, has written widely on the topic of automation in relation to collective bargaining. In this article, he lists several important topics relating to technology, which have been considered as possible clauses in collective agreements. He emphasizes the importance of a flexible approach to collective bargaining by both parties to adjust to the problems raised by technological development.

# STATISTICS SECTION

## Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*		8,403	+ 1.9	+ 3.0
(week ended June 21, 1969)				
Employed.....		8,020	+ 2.0	+ 3.3
Agriculture.....		580	- 2.0	- 1.9
Non-agriculture.....		7,440	+ 2.3	+ 3.7
Paid workers.....		6,892	+ 2.1	+ 3.0
At work 35 hours or more.....		6,501	+64.0	+ 1.6
At work less than 35 hours.....		1,171	-67.6	+11.5
Employed but not at work.....		348	+23.4	+10.1
Unemployed.....		383	- 0.8	- 3.0
Atlantic.....		41	-21.2	+10.8
Quebec.....		152	- 8.4	+ 6.3
Ontario.....		121	+24.7	- 6.2
Prairie.....		33	0.0	- 8.3
British Columbia.....		36	- 5.3	-28.0
Without work and seeking work.....		367	+ 1.4	- 3.7
On temporary layoff up to 30 days.....		16	-33.3	+14.3
INDUSTRIAL EMPLOYMENT† (1961 = 100) .....	May	126.7	+ 2.8	+ 3.3
Manufacturing employment (1961 = 100) .....	May	126.1	+ 2.0	+ 3.4
IMMIGRATION.....	1st Qtr. 1969	30,788	—	-13.5
Destined to the labour force.....	1st Qtr. 1969	16,764	—	-11.1
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	June	133	+ 6.4	-12.5
No. of workers involved.....	June	61,407	-43.4	+32.9
Duration in man days.....	June	911,680	-17.1	+67.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)† .....	May	\$117.75	+ 1.3	+ 7.6
Average hourly earnings (mfg.) †.....	May	\$ 2.77	+ 0.7	+ 7.8
Average hours worked per week (mfg.) †.....	May	40.5	+ 0.5	- 0.2
Average weekly wages (mfg.)†.....	May	\$112.04	+ 1.1	+ 7.2
Consumer price index (1961 = 100) .....	June	125.9	+ 0.8	+ 5.2
Index numbers of weekly wages in 1961 dollars (1961 = 100) .....	April	119.1	- 0.4	+ 1.4
Total labour income (thousands of dollars) .....	March	3,104	+ 1.1	+12.5
INDUSTRIAL PRODUCTION				
Total (average 1961 = 100) .....	May	166.6†	- 0.6†	+ 4.7
Manufacturing.....	May	167.9†	+ 0.4†	+ 5.8
Durables.....	May	189.9†	+ 1.0†	+ 6.1
Non-durables.....	May	149.9†	- 0.3†	+ 5.5
NEW RESIDENTIAL CONSTRUCTION‡				
Starts.....	May	16,814	+ 8.2	+ 0.1
Completions.....	May	16,447	+ 7.4	+28.0
Under construction.....	May	110,871	+ 0.3	+34.7

\* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics, which in addition contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Centres of 10,000 population or more.



## Tables

A-1 to A-3—Labour Force

E-1 to E-4—Unemployment Insurance

B-1—Labour Income

F-1 and F-2—Prices

C-1 to C-7—Employment, Hours and Earnings

G-1 to G-4—Strikes and Lockouts

### A—Labour Force

TABLE A-1—Regional Distribution, Week Ended June 21, 1969

	<i>Canada</i>	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairies</i>	<i>British Columbia</i>
	(in thousands)					
THE LABOUR FORCE.....	8,403	674	2,356	3,122	1,381	870
Men.....	5,743	473	1,634	2,099	950	587
Women.....	2,660	201	722	1,023	431	283
14-19 years.....	984	79	280	344	173	108
20-24 years.....	1,327	133	418	445	209	122
25-44 years.....	3,466	245	1,002	1,322	533	364
45-64 years.....	2,403	200	607	918	422	256
65 years and over.....	223	17	49	93	44	20
EMPLOYED.....	8,020	633	2,204	3,001	1,348	834
Men.....	5,469	441	1,523	2,014	928	563
Women.....	2,551	192	681	987	420	271
Agriculture.....	580	28	110	148	268	26
Non-agriculture.....	7,440	605	2,094	2,853	1,080	808
Paid workers.....	6,892	550	1,908	2,673	1,011	750
Men.....	4,568	375	1,296	1,753	644	500
Women.....	2,324	175	612	920	367	250
UNEMPLOYED.....	383	41	152	121	33	36
Men.....	274	32	111	85	22	24
Women.....	109	*	41	36	11	12
PERSONS NOT IN LABOUR FORCE.....	6,216	686	1,839	2,100	989	602
Men.....	1,503	201	436	478	244	144
Women.....	4,713	485	1,403	1,622	745	458

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended June 21, 1969

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	14,619	2,423	4,125	1,177	4,234	1,125	1,535
LABOUR FORCE.....	8,403	984	3,965	1,035	1,391	805	223
Employed.....	8,020	840	3,860	961	1,362	783	214
Unemployed.....	383	144	105	74	29	22	**
NOT IN LABOUR FORCE.....	6,216	1,439	160	142	2,843	320	1,312
PARTICIPATION RATE†							
1969—June 21.....	57.5	40.6	96.1	87.9	32.9	71.6	14.5
May 24.....	56.5	34.3	96.2	86.1	33.4	71.5	14.8
UNEMPLOYMENT RATE‡							
1969—June 21.....	4.6	14.6	2.6	7.1	2.1	2.7	**
May 24.....	4.7	10.9	3.4	8.6	2.7	3.3	4.8

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended June 21, 1969

	June 1969	May 1969	June 1968
(in thousands)			
TOTAL UNEMPLOYED.....	383	386	395
On temporary layoff up to 30 days.....	16	24	14
Without work and seeking work.....	367	362	381
Seeking			
Full-time work.....	338	339	339
Part-time work.....	29	23	42
Under 1 month.....	150	117	170
1-3 months.....	104	103	109
4-6 months.....	50	71	46
More than 6 months.....	63	71	56

SOURCE: Labour Force Survey, DBS.



## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals									Totals ††
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation**	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
	(millions of dollars)									
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,972	11,461	1,818	35,230
1968—April.....	70.5	744.7	241.7	25.7	198.9	51.6	398.9	918.2	151.3	2,819.8
May.....	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September.....	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November.....	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December.....	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January.....	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February.....	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March.....	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April.....	75.5	819.3	265.5	29.0	211.1	54.1	453.9	1,047.2	169.0	3,143.2
May.....	75.9	840.1	277.6	39.6	222.2	56.2	460.3	1,086.3	169.1	3,250.9
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—April.....	73.0	752.9	246.3	34.2	215.5	52.6	403.3	927.1	146.2	2,873.9
May.....	75.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June.....	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July.....	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August.....	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September.....	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October.....	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November.....	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December.....	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January.....	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,019.1	161.6	3,113.3
February.....	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,040.5	164.5	3,162.5
March*.....	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,039.6	165.7	3,187.2
April †.....	78.3	827.0	271.2	41.2	231.2	55.3	459.0	1,045.9	166.9	3,199.2
May‡.....	76.1	836.7	277.9	42.7	220.2	56.7	460.8	1,073.7	170.0	3,237.7

\* Revised. † Preliminary. ‡ Advance.

\*\* Includes post office wages and salaries. \*\* Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*.

## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at March 1969, employers in the principal non-agricultural industries reported a total employment of 3,633,206. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a

sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
Average						
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.30	123.5	122.8	100.13
1967.....	122.6	131.4	102.79	123.2	130.6	106.53
1968 †.....	122.7	140.4	109.88	122.1	140.3	114.42
1968—March .....	118.0	137.5	107.57	119.4	136.7	111.48
April .....	119.3	139.3	108.95	120.2	140.2	114.33
May .....	122.7	139.9	109.43	122.0	140.2	114.35
June.....	124.6	140.5	109.96	123.3	140.1	114.23
July.....	124.0	140.6	109.97	121.8	138.8	113.20
August.....	126.9	141.8	109.95	125.3	140.4	114.48
September.....	126.7	143.8	112.52	125.7	143.6	117.08
October.....	126.0	144.3	112.90	124.5	144.8	118.08
November.....	125.7	144.9	113.37	124.0	145.5	118.70
December.....	122.7	140.5	109.94	121.4	140.9	114.92
1969—January.....	121.4	145.8	114.04	121.8	146.5	119.47
February*.....	122.0	147.2	115.20	122.5	148.1	120.80
March*.....	122.8	148.3	116.04	123.2	149.2	121.70

\* Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1969	Jan. 1969	Feb. 1968	Feb. 1969	Jan. 1969	Feb. 1968
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	111.6	112.0	107.6	98.26	95.42	90.41
Newfoundland.....	110.1	110.3	108.9	105.75	103.65	97.43
Prince Edward Island.....	108.3	111.6	104.9	81.99	80.59	76.86
Nova Scotia.....	113.4	113.4	107.2	95.75	91.28	87.10
New Brunswick.....	110.7	111.5	107.4	97.91	96.51	91.04
Quebec.....	114.7	115.3	112.7	112.61	112.08	105.17
Ontario.....	127.1	127.3	120.7	119.00	117.93	110.06
Prairie Region.....	119.8	118.5	116.7	110.10	108.01	102.02
Manitoba.....	112.0	112.2	110.5	105.02	103.21	97.15
Saskatchewan.....	113.5	112.2	112.9	106.03	103.94	99.21
Alberta.....	129.0	126.4	123.6	115.32	113.10	106.77
British Columbia.....	127.4	125.6	122.2	125.20	122.21	118.05
CANADA.....	121.5	121.4	117.1	115.40	114.04	107.18
URBAN AREAS						
St. John's.....	127.2	127.2	128.3	89.78	87.71	84.31
Halifax.....	121.6	118.0	115.6	99.02	94.51	89.44
Sydney.....	95.4	96.5	89.9	100.28	98.94	96.47
Moncton.....	116.9	119.0	112.0	91.36	90.39	84.76
Saint John.....	116.3	117.2	111.8	98.64	96.02	88.55
Chicoutimi.....	106.0	107.9	99.6	129.20	128.08	122.07
Montreal.....	119.5	119.3	117.6	114.35	113.77	106.81
Quebec.....	113.9	115.5	110.2	97.18	96.65	90.48
Shawinigan.....	93.6	94.3	96.8	116.87	113.62	106.16
Sherbrooke.....	114.9	116.5	115.8	97.60	96.32	90.54
Trois-Rivières.....	108.4	109.7	105.5	106.13	105.96	97.21
Ottawa-Hull.....	131.1	131.9	122.7	106.60	105.88	100.06
Belleville.....	118.8	117.9	114.8	100.61	99.82	93.55
Brampton.....	269.9	268.7	258.6	117.14	117.15	109.34
Brantford.....	131.8	130.3	124.6	110.51	109.65	101.43
Fort William-Port Arthur.....	118.2	119.3	113.3	114.21	111.42	101.56
Guelph.....	134.2	133.8	131.6	107.91	106.91	99.95
Hamilton.....	120.6	121.0	117.2	120.01	119.71	113.55
Kingston.....	122.2	121.9	118.8	113.20	111.22	105.11
Kitchener.....	148.6	149.0	140.4	105.92	105.32	97.70
London.....	121.7	121.3	117.4	110.68	108.87	100.84
Niagara Falls.....	101.1	99.5	100.3	110.92	112.83	104.11
Oshawa.....	142.2	143.2	80.7	136.03	135.99	118.37
Peterborough.....	133.6	133.4	129.1	120.91	120.86	112.10
Sarnia.....	137.6	139.5	136.8	148.00	148.09	138.52
Sault Ste. Marie.....	120.8	121.6	113.7	128.78	130.07	121.80
Sudbury.....	122.2	121.2	111.0	140.28	140.60	131.51
St. Catharines.....	137.9	139.3	107.0	133.92	134.59	112.06
Timmins.....	70.9	70.6	77.6	104.40	103.37	100.35
Toronto.....	129.8	129.8	123.9	120.18	118.41	110.81
Welland.....	110.3	109.1	107.7	133.91	132.09	125.51
Windsor.....	152.3	153.2	144.8	134.52	131.58	119.84
Winnipeg.....	115.0	115.6	113.1	98.87	96.86	91.04
Regina.....	118.6	117.7	113.8	100.30	99.61	94.32
Saskatoon.....	135.5	137.2	136.5	97.98	99.49	92.52
Calgary.....	137.7	134.9	130.9	113.58	110.46	104.63
Edmonton.....	137.1	134.6	129.6	108.55	106.90	99.94
Vancouver.....	132.8	131.1	124.2	122.03	119.73	113.21
Victoria.....	122.0	122.8	119.0	107.92	107.46	103.02

\*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	111.7	111.7	108.9	98.04	98.12	91.23
Newfoundland.....	110.6	110.6	107.8	106.00	105.51	99.53
Prince Edward Island.....	107.5	108.7	107.1	84.30	81.54	76.29
Nova Scotia.....	113.2	113.3	109.8	94.94	95.73	87.89
New Brunswick.....	110.9	110.8	108.6	97.88	97.71	91.36
Quebec.....	115.7	115.3	112.6	112.88	112.04	105.80
Ontario.....	128.1	127.5	122.2	119.64	118.80	110.13
Prairie Region.....	121.2	120.2	117.6	111.27	110.24	102.52
Manitoba.....	113.3	112.4	111.1	106.52	105.04	98.16
Saskatchewan.....	114.1	114.2	114.4	106.91	106.02	99.78
Alberta.....	130.9	129.3	124.5	116.31	115.60	106.88
British Columbia.....	131.7	128.3	124.0	126.14	125.20	118.52
CANADA.....	122.8	122.0	118.0	116.04	115.20	107.57
URBAN AREAS						
St. John's.....	129.7	128.6	129.7	90.28	89.18	86.28
Halifax.....	119.9	122.0	115.8	98.13	97.88	90.16
Sydney.....	94.8	95.4	97.2	100.61	99.68	96.05
Moncton.....	119.3	117.4	112.1	91.91	90.68	85.87
Saint John.....	117.2	116.6	114.3	97.75	98.37	89.87
Chicoutimi.....	107.1	106.0	100.6	128.93	129.20	122.03
Montreal.....	121.2	120.4	118.3	114.50	113.57	107.76
Quebec.....	116.2	114.4	110.2	98.03	96.86	91.65
Shawinigan.....	91.9	93.6	93.2	115.96	116.87	109.64
Sherbrooke.....	114.2	115.0	116.3	98.77	97.56	91.81
Trois-Rivières.....	108.8	108.7	108.0	104.66	106.08	97.57
Ottawa-Hull.....	131.9	131.4	123.3	107.84	106.63	101.44
Belleville.....	118.9	118.1	114.0	101.60	99.77	94.29
Brampton.....	270.3	268.0	256.6	119.32	117.40	110.00
Brantford.....	133.7	132.7	125.0	111.24	110.62	101.18
Fort William-Port Arthur.....	116.6	118.5	112.8	114.79	114.05	103.18
Guelph.....	139.6	138.4	132.9	107.47	107.71	100.41
Hamilton.....	122.2	121.0	117.8	120.78	120.34	113.67
Kingston.....	125.0	122.5	119.6	113.97	112.47	104.59
Kitchener.....	149.3	149.2	140.3	106.84	105.84	99.05
London.....	121.9	122.1	117.4	111.25	110.90	101.67
Niagara Falls.....	101.4	99.9	100.1	112.44	110.05	104.63
Oshawa.....	141.2	142.2	128.8	135.54	135.75	91.45
Peterborough.....	135.7	134.1	128.9	122.07	120.38	112.89
Sarnia.....	139.2	137.5	134.2	147.61	148.44	139.97
Sault Ste. Marie.....	122.6	121.1	114.6	131.51	129.14	123.54
Sudbury.....	123.9	122.7	112.1	140.79	140.24	129.93
St. Catharines.....	139.8	138.1	117.7	131.30	133.61	104.38
Timmins.....	70.1	69.7	77.2	106.44	102.93	100.48
Toronto.....	131.1	130.2	125.0	120.52	119.79	111.53
Welland.....	108.7	110.9	108.9	138.02	135.10	125.20
Windsor.....	150.0	152.5	144.8	135.18	134.44	121.80
Winnipeg.....	116.9	115.8	113.7	99.68	98.63	91.67
Regina.....	118.0	118.7	115.6	101.50	100.20	94.93
Saskatoon.....	137.1	136.8	139.2	101.01	98.24	92.75
Calgary.....	140.0	138.4	133.0	114.72	113.54	105.42
Edmonton.....	139.9	137.2	131.0	109.32	108.48	100.82
Vancouver.....	136.3	133.7	125.3	122.19	121.87	114.24
Victoria.....	130.8	127.2	119.8	108.71	108.50	101.16

\* Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



**TABLE C-3—Estimates of Employees by Industry, Provinces and Canada**

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Con- struction	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Adminis- tration**	Total Specified Industries
			Non- Durables	Durables					Non- com- mercial Sector†	Com- mercial Sector‡		
(in thousands)												
<b>CANADA</b>												
March 1969*	43.3	122.8	850.1	812.8	329.1	—	1,019.5	293.6	1,130.8	654.7	403.1	6,294.5
Feb. 1969*	47.2	120.5	846.9	802.2	321.6	631.0	1,003.8	290.0	1,129.0	636.2	403.9	6,238.4
March 1968	46.5	119.1	809.2	764.8	304.5	622.4	936.0	269.8	1,057.8	570.5	398.3	5,905.9
<b>NEWFOUNDLAND</b>												
March 1969*	1.9	5.6	8.6	1.7	6.2	13.7	16.2	2.1	22.8	7.3	7.7	93.9
Feb. 1969*	2.1	5.8	8.5	1.6	7.1	13.2	16.7	2.0	21.8	7.5	7.8	94.3
March 1968	2.0	5.6	8.5	1.7	6.5	14.8	15.3	1.9	21.8	6.7	7.5	92.5
<b>PRINCE EDWARD ISLAND</b>												
March 1969*	—	—	1.4	0.4	1.1	2.6	4.0	0.6	6.0	1.5	2.0	19.7
Feb. 1969*	—	—	1.6	0.3	1.2	2.7	4.0	0.6	6.1	1.4	2.0	19.9
March 1968	—	—	1.4	0.4	1.2	2.5	3.5	0.6	5.8	1.9	2.1	19.4
<b>NOVA SCOTIA</b>												
March 1969*	1.9	6.6	17.2	13.3	12.3	25.8	30.8	6.9	38.9	14.2	20.2	188.2
Feb. 1969*	2.5	6.8	17.0	13.3	12.6	23.6	31.6	6.9	39.2	13.9	20.2	187.4
March 1968	2.2	6.2	16.7	14.7	9.2	21.5	28.4	6.4	37.0	12.4	18.7	175.5
<b>NEW BRUNSWICK</b>												
March 1969*	2.9	2.3	16.1	10.5	7.8	22.9	24.4	4.5	31.8	9.5	11.0	143.8
Feb. 1969*	3.4	2.3	15.8	10.7	8.2	22.9	25.5	4.4	30.9	9.5	11.2	144.9
March 1968	3.5	2.4	15.1	10.8	6.7	23.1	22.8	4.4	30.2	9.7	10.5	139.1
<b>QUEBEC</b>												
March 1969*	10.0	23.9	320.5	195.0	70.7	168.1	252.4	81.0	301.4	160.4	89.1	1,672.5
Feb. 1969*	12.4	23.7	317.8	193.3	71.6	173.0	252.1	80.3	304.5	161.8	89.3	1,679.7
March 1968	14.6	24.6	304.5	183.8	69.2	165.9	236.0	74.1	288.0	151.9	88.9	1,601.4
<b>ONTARIO</b>												
March 1969*	10.4	35.2	369.5	454.7	131.7	204.2	400.9	125.8	422.1	258.9	168.2	2,581.6
Feb. 1969*	11.2	34.9	367.0	454.4	133.8	205.0	399.6	124.7	413.4	258.3	167.3	2,569.4
March 1968	11.2	34.3	352.2	421.3	114.8	200.9	366.7	117.2	383.4	227.1	161.2	2,387.2
<b>MANITOBA</b>												
March 1969*	0.7	6.9	28.0	20.1	13.6	44.3	51.7	12.8	50.7	29.5	18.8	277.2
Feb. 1969*	0.7	7.1	27.8	19.8	13.9	43.8	50.9	13.1	51.7	30.0	19.1	277.8
March 1968	0.7	6.4	26.5	18.2	13.4	43.3	51.3	12.5	48.4	27.4	19.1	267.3
<b>SASKATCHEWAN</b>												
March 1969*	0.5	5.4	9.4	5.4	12.1	24.9	38.8	8.3	48.3	19.8	17.0	189.9
Feb. 1969*	0.6	5.2	9.2	5.6	10.1	24.3	38.9	8.3	48.2	19.7	16.9	187.1
March 1968	0.7	5.0	9.3	5.9	12.3	24.2	37.2	8.2	47.1	17.3	17.4	184.5
<b>ALBERTA</b>												
March 1969*	2.0	22.6	26.4	25.7	32.4	47.9	79.6	18.5	98.8	58.9	31.3	444.2
Feb. 1969*	1.7	22.8	26.0	24.4	29.1	47.7	80.9	18.8	94.2	52.4	31.3	429.4
March 1968	1.5	21.0	25.2	26.1	32.9	46.4	74.4	16.2	89.8	48.0	30.5	412.0
<b>BRITISH COLUMBIA</b>												
March 1969*	16.7	9.4	49.7	75.4	32.9	75.0	103.9	29.4	106.7	74.9	38.9	612.8
Feb. 1969*	12.9	9.3	48.8	73.0	27.6	75.4	103.2	29.5	106.8	75.3	39.3	601.0
March 1968	17.9	10.0	46.1	67.5	31.4	75.3	93.7	25.8	102.1	67.1	38.4	569.7

\* Preliminary. † Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

‡ Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. \*\* Excludes non-civilian employees.

NOTE: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry*. (DBS Cat. No. 72-008).

**TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries**

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1969	Jan. 1969	Feb. 1968	Feb. 1969	Jan. 1969	Feb. 1968
	(1961 = 100)			\$	\$	\$
<b>MINING, INCLUDING MILLING</b> .....	110.3	109.8	107.6	148.11	146.72	139.20
Metals.....	103.0	102.8	102.2	145.33	145.08	137.15
Mineral fuels.....	104.5	105.1	100.0	154.29	152.80	145.21
Non-metals except fuels.....	116.0	113.4	112.6	136.72	138.48	128.71
Quarries and sand pits.....	77.4	75.5	82.4	119.84	113.51	111.82
Services incidental to mining.....	179.7	178.2	165.9	165.73	158.14	154.44
<b>MANUFACTURING</b> .....	122.4	121.8	117.7	120.68	119.47	111.32
Durable goods.....	134.4	133.6	125.8	129.92	128.17	119.18
Non-durable goods.....	112.7	112.2	111.2	111.77	111.10	104.15
Food and beverages.....	100.7	100.8	101.3	106.92	106.92	99.73
Foods.....	99.7	99.9	100.3	103.43	103.71	96.96
Beverages.....	106.9	106.7	107.2	127.45	125.87	115.88
Tobacco processing and products.....	113.1	113.1	116.9	115.03	114.17	104.90
Rubber products.....	123.5	124.3	123.9	125.20	123.81	113.08
Leather products.....	102.9	102.1	100.7	80.09	79.83	75.40
Textile products.....	119.4	119.3	115.5	99.86	99.67	91.92
Knitting mills.....	116.8	115.7	110.0	76.20	75.20	71.25
Clothing.....	110.3	108.9	110.7	75.55	73.70	70.25
Wood products.....	110.4	109.0	102.6	109.92	105.74	102.13
Furniture and fixtures.....	129.4	128.7	123.9	97.60	96.20	90.18
Paper and allied industries.....	118.0	117.0	115.0	139.78	139.17	130.15
Printing, publishing and allied industries.....	113.9	113.9	113.9	124.67	123.36	116.67
Primary metal industries.....	127.2	126.9	123.0	141.59	140.84	133.41
Metal fabricating industries.....	132.0	131.0	125.4	126.03	124.13	116.56
Machinery, except electrical.....	146.6	145.3	143.6	142.74	136.61	125.57
Transportation equipment.....	153.1	152.9	129.6	142.31	141.96	128.67
Electrical products.....	147.0	146.0	142.0	123.91	122.49	114.42
Non-metallic mineral products.....	112.6	112.5	108.9	125.10	126.05	115.69
Petroleum and coal products.....	101.6	102.1	100.8	172.34	173.24	163.40
Chemicals and chemical products.....	118.2	117.3	117.0	135.53	135.01	126.88
Miscellaneous manufacturing industries.....	140.6	139.9	132.1	104.26	102.53	97.78
<b>CONSTRUCTION</b> .....	104.7	103.6	102.6	146.81	140.40	135.39
Building.....	119.4	117.7	113.2	144.48	139.33	132.57
Engineering.....	79.3	79.1	84.1	152.88	143.16	141.96
<b>TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES</b> .....	107.4	108.0	105.4	128.68	128.67	119.61
Transportation.....	102.7	103.7	99.7	127.94	127.78	118.48
Storage.....	108.5	107.3	109.5	115.42	113.50	104.25
Communication.....	117.5	117.1	117.5	123.02	123.37	114.26
Electric Power, Gas and Water.....	113.7	113.9	113.0	144.65	145.06	138.73
<b>TRADE</b> .....	130.3	131.7	123.8	91.49	90.55	84.69
Wholesale trade.....	124.0	124.0	119.0	116.10	115.44	105.68
Retail trade.....	133.8	136.0	126.5	78.92	78.05	73.72
<b>FINANCE, INSURANCE AND REAL ESTATE</b> ....	135.0	134.3	129.3	111.38	110.87	101.61
Financial institutions.....	139.4	138.4	132.0	109.88	109.07	98.48
Insurance and real estate.....	129.0	128.6	125.7	113.56	113.48	106.02
<b>SERVICE</b> .....	158.9	157.8	148.4	82.89	82.01	78.26
Recreational services.....	140.2	138.3	131.2	73.95	73.29	68.04
Business services.....	181.3	177.6	167.3	127.39	127.47	123.69
Personal services.....	144.6	144.4	137.3	61.73	60.48	57.15
Miscellaneous services.....	191.7	191.3	171.0	85.95	85.74	81.29
<b>INDUSTRIAL COMPOSITE</b> .....	121.5	121.4	117.1	115.40	114.04	107.18

\* Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

SEPT. T-17-18A

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	111.5	110.4	109.2	148.61	148.07	139.01
Metals.....	103.4	102.8	102.9	147.11	145.37	137.71
Mineral fuels.....	105.0	105.2	104.8	153.46	154.53	141.70
Non-metals except fuels.....	117.9	116.2	114.5	136.26	135.85	128.67
Quarries and sand pits.....	86.8	77.7	87.9	125.22	120.72	115.29
Services incidental to mining.....	183.0	180.4	164.9	163.31	165.39	155.24
MANUFACTURING.....	123.2	122.5	119.4	121.70	120.80	111.48
Durable goods.....	136.0	134.6	129.0	130.54	130.05	118.62
Non-durable goods.....	112.9	112.8	111.6	113.09	111.87	104.82
Food and beverages.....	100.7	100.8	101.9	108.88	106.83	100.73
Foods.....	99.6	99.9	101.1	105.49	103.31	97.98
Beverages.....	107.7	106.6	107.2	128.56	127.61	116.88
Tobacco processing and products.....	109.4	113.1	111.3	119.67	116.32	107.43
Rubber products.....	124.3	123.8	122.3	127.33	125.20	114.79
Leather products.....	102.2	102.8	98.9	80.46	80.34	75.28
Textile products.....	118.5	119.5	116.4	101.65	99.89	92.16
Knitting mills.....	116.5	117.0	110.4	76.92	76.42	71.44
Clothing.....	110.3	110.3	110.4	76.18	75.73	70.76
Wood products.....	111.9	110.3	103.0	111.24	110.05	102.68
Furniture and fixtures.....	128.9	130.4	123.0	98.85	97.49	91.10
Paper and allied industries.....	118.3	118.1	115.0	139.84	139.82	130.61
Printing, publishing and allied industries.....	115.2	114.1	114.1	127.02	124.70	118.27
Primary metal industries.....	128.1	127.2	123.5	142.81	141.87	134.91
Metal fabricating industries.....	134.2	132.5	125.8	127.35	126.29	117.42
Machinery, except electrical.....	149.2	147.8	143.6	139.30	142.43	126.05
Transportation equipment.....	155.6	153.1	146.8	143.16	142.34	120.94
Electrical products.....	147.3	147.0	141.2	124.54	123.98	115.39
Non-metallic mineral products.....	115.7	113.0	110.2	125.91	125.95	117.17
Petroleum and coal products.....	102.5	102.0	101.8	172.78	172.54	163.29
Chemicals and chemical products.....	120.1	118.5	118.9	135.75	135.64	126.55
Miscellaneous manufacturing industries.....	142.1	140.6	134.7	105.48	104.46	97.97
CONSTRUCTION.....	105.2	104.8	104.4	146.32	148.43	136.59
Building.....	120.8	120.0	115.4	143.74	144.71	134.40
Engineering.....	78.4	78.5	85.3	153.17	158.24	141.72
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	109.1	108.7	105.6	129.24	127.06	120.19
Transportation.....	103.2	102.6	99.9	128.51	127.92	118.99
Storage.....	108.2	108.5	109.3	113.07	114.24	103.43
Communication.....	121.5	121.2	117.7	125.88	120.50	114.88
Electric Power, Gas and Water.....	117.7	117.5	113.5	141.40	137.36	139.77
TRADE.....	132.5	130.9	124.8	91.75	91.35	84.99
Wholesale trade.....	125.3	124.5	118.9	115.86	115.70	106.30
Retail trade.....	136.4	134.5	128.1	79.54	78.93	74.16
FINANCE, INSURANCE AND REAL ESTATE....	135.7	134.9	129.7	111.58	111.00	103.93
Financial institutions.....	140.3	139.3	132.5	109.10	109.68	100.63
Insurance and real estate.....	129.5	128.9	126.0	115.19	112.93	108.59
SERVICE.....	161.2	160.2	149.2	82.96	82.47	78.12
Recreational services.....	137.9	141.1	127.5	77.07	74.02	66.57
Personal services.....	184.4	182.5	167.6	127.42	127.39	122.84
Miscellaneous services.....	147.6	146.3	139.1	61.47	61.08	57.31
Services to buildings and dwellings.....	193.2	191.2	171.7	85.34	85.55	82.33
INDUSTRIAL COMPOSITE.....	122.8	122.0	118.0	116.04	115.20	107.57

\*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	42.4	42.2	42.4	3.24	3.23	3.03	137.31	136.37	128.38
Metals.....	41.5	41.1	41.3	3.33	3.31	3.14	138.21	136.11	129.83
Mineral fuels.....	42.4	42.8	42.6	2.80	2.80	2.55	118.88	119.87	108.66
Non-metals, except fuels.....	42.6	42.5	42.7	2.97	3.00	2.87	126.58	127.58	122.37
Quarries and sand pits.....	44.8	44.8	46.2	2.66	2.58	2.39	119.03	115.34	110.62
Services incidental to mining.....	45.3	45.5	46.4	3.58	3.59	3.27	162.04	163.10	151.83
MANUFACTURING.....	40.6	40.3	40.1	2.74	2.72	2.51	110.98	109.65	100.63
Durable goods.....	41.1	40.9	40.2	2.94	2.92	2.70	120.69	119.65	108.45
Non-durable goods.....	40.0	39.7	40.0	2.52	2.50	2.33	100.93	99.41	92.92
Food and beverages.....	39.7	38.9	39.9	2.47	2.45	2.27	98.02	95.32	90.54
Foods.....	39.6	38.8	39.8	2.40	2.38	2.21	94.91	92.06	88.02
Beverages.....	40.2	39.8	40.6	3.00	3.01	2.69	120.42	119.59	109.21
Tobacco processing and products.....	38.3	38.2	38.4	2.81	2.70	2.51	107.47	103.14	96.26
Rubber products.....	42.1	41.4	41.5	2.85	2.80	2.56	119.85	116.01	106.11
Leather products.....	39.3	40.0	40.1	1.87	1.84	1.72	73.51	73.75	68.92
Textile products.....	41.8	41.3	40.5	2.16	2.14	1.99	90.36	88.35	80.52
Miscellaneous textiles.....	40.3	40.1	36.1	2.27	2.24	1.95	91.37	89.96	70.46
Knitting mills.....	40.5	40.5	40.9	1.68	1.67	1.53	67.98	67.51	62.69
Clothing.....	37.5	37.5	37.7	1.86	1.85	1.71	69.71	69.52	64.38
Wood products.....	40.4	40.2	40.7	2.63	2.61	2.40	106.18	105.16	97.61
Furniture and fixtures.....	41.8	41.8	41.7	2.17	2.14	1.99	90.66	89.50	83.22
Paper and allied industries.....	41.2	41.2	41.1	3.18	3.19	2.96	131.05	131.19	121.69
Pulp and paper mills.....	41.3	41.5	41.3	3.46	3.47	3.22	142.86	143.85	132.80
Printing, publishing and allied industries....	38.4	37.7	38.5	3.26	3.21	2.99	125.14	120.94	115.09
Primary metal industries.....	40.9	40.9	41.0	3.27	3.24	3.07	133.45	132.31	125.91
Iron and steel mills.....	40.5	40.4	40.3	3.39	3.36	3.19	137.18	135.50	128.48
Metal fabricating industries.....	41.6	41.2	41.1	2.89	2.89	2.67	120.16	118.96	109.67
Machinery, except electrical.....	41.9	41.6	41.0	3.13	3.12	2.82	131.08	129.80	115.43
Transportation equipment.....	40.9	40.7	37.0	3.25	3.24	2.94	132.89	131.94	108.63
Aircraft and parts.....	42.2	41.9	41.6	3.19	3.16	2.94	134.81	132.19	122.30
Motor vehicles.....	40.7	40.5	34.0	3.34	3.33	3.01	136.06	135.05	102.14
Assembling.....	40.8	40.3	30.0	3.59	3.57	3.36	146.49	143.86	100.96
Parts and accessories.....	40.6	40.7	37.8	3.20	3.21	2.77	129.97	130.69	104.73
Shipbuilding and repairing.....	39.9	39.6	40.2	3.22	3.22	2.90	128.59	127.19	116.62
Electrical products.....	40.5	40.5	40.4	2.65	2.63	2.46	107.48	106.56	99.58
Communications equipment.....	40.6	40.3	40.0	2.55	2.50	2.37	103.48	100.62	94.78
Non-metallic mineral products.....	41.7	41.8	42.2	2.82	2.83	2.61	117.71	118.19	109.85
Petroleum and coal products.....	42.3	42.4	42.0	3.71	3.70	3.50	156.80	156.80	146.88
Chemical and chemical products.....	40.5	40.5	40.7	2.90	2.89	2.69	117.57	117.32	109.60
Miscellaneous manufacturing industries....	40.9	40.5	40.5	2.22	2.20	2.06	90.64	88.89	83.63
CONSTRUCTION.....	38.6	40.4	40.6	3.62	3.61	3.30	142.17	146.09	134.13
Building.....	38.5	38.8	39.4	3.66	3.67	3.36	140.84	142.43	132.21
General contractors.....	39.1	38.9	39.5	3.55	3.52	3.28	139.03	136.91	129.50
Special trade contractors.....	38.0	38.7	39.3	3.74	3.78	3.42	142.12	146.15	134.32
Engineering.....	42.7	44.9	43.7	3.51	3.48	3.17	148.66	156.14	138.80
Highways, bridges and streets.....	43.9	45.2	44.2	2.86	2.80	2.60	125.66	126.64	114.63
Other engineering.....	41.9	44.7	43.5	3.92	3.91	3.57	164.21	174.61	155.02
OTHER INDUSTRIES									
Urban transit.....	41.6	41.4	40.9	3.33	3.31	3.09	138.66	136.87	126.52
Highway and bridge maintenance.....	37.5	37.9	41.3	2.59	2.54	2.35	97.13	96.47	97.22
Laundries, cleaners and pressers.....	38.1	36.9	38.9	1.59	1.58	1.47	60.78	58.31	57.13
Hotels, restaurants and taverns.....	32.1	32.6	33.4	1.59	1.59	1.47	51.03	51.82	49.04

Latest figures subject to revision.  
SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).



**TABLE C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing**

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		\$	\$		
Average					
1964.....	41.0	2.02	79.51	106.8	103.7
1965†.....	41.0	2.12	82.96	111.4	106.3
1966†.....	40.8	2.25	86.94	116.8	108.8
1967†.....	40.3	2.40	91.65	123.1	110.5
1968†.....	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.52	140.4	117.2
June.....	40.4	2.57	103.94	139.6	115.9
July.....	40.0	2.56	102.23	137.3	113.7
August.....	40.4	2.59	104.63	140.5	116.1
September.....	41.0	2.62	107.43	144.3	118.9
October.....	40.9	2.64	108.22	145.4	119.2
November.....	40.9	2.66	108.68	146.0	119.4
December.....	38.0	2.70	102.56	137.8	112.4
1969—January.....	40.1	2.71	108.42	145.6	118.8
February*.....	40.3	2.72	109.65	147.3	119.5
March†.....	40.6	2.74	110.93	149.1	119.6

\*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

**TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province**

	Average Weekly Hours*			Average Hourly Earnings*		
	Mar. 1969	Feb. 1969	Mar. 1968	Mar. 1969	Feb. 1969	Mar. 1968
				\$	\$	\$
Newfoundland.....	40.1	42.7	42.4	2.24	2.29	2.11
Nova Scotia.....	40.9	39.9	40.6	2.19	2.18	2.05
New Brunswick.....	40.9	41.1	41.4	2.26	2.24	2.10
Quebec.....	41.4	41.1	41.1	2.45	2.44	2.28
Ontario.....	40.5	40.3	39.6	2.88	2.85	2.62
Manitoba.....	39.7	39.1	39.9	2.42	2.40	2.24
Saskatchewan.....	39.9	39.3	39.6	2.90	2.89	2.65
Alberta.....	39.9	39.3	40.0	2.77	2.76	2.57
British Columbia.....	38.1	38.0	38.1	3.40	3.39	3.17

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS,

from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 307, May issue.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1969—March.....	5,478,000	4,883,900	594,100
February.....	5,482,000	4,851,000	631,000
January.....	5,447,000	4,831,000	616,000
1968—December.....	5,397,000	4,889,100	497,900
November.....	5,356,000	5,014,400	341,600
October.....	5,295,000	5,030,500	264,500
September.....	5,301,000	5,054,300	246,700
August.....	5,320,000	5,050,200	269,800
July.....	5,256,000	4,935,000	321,000
June*.....	5,262,000	4,970,900	291,100
May.....	4,727,000	4,405,600	321,400
April.....	4,859,000	4,284,000	575,000
March.....	4,894,000	4,237,100	656,900

\*Effective June 30, 1968, coverage was extended to include salaried workers earning up to \$7,800, a year.

**TABLE E-4—Benefit Payments, by Province, April 1969**

<i>Province</i>	<i>Weeks Paid</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	103,939	3,211,446
Prince Edward Island.....	23,746	690,995
Nova Scotia.....	105,033	3,096,754
New Brunswick.....	108,549	3,354,743
Quebec.....	634,534	20,715,290
Ontario.....	587,413	18,257,441
Manitoba.....	72,837	2,223,044
Saskatchewan.....	70,463	2,203,130
Alberta.....	77,986	2,473,262
British Columbia.....	176,717	5,664,434
Total, Canada, April 1969.....	1,961,217	61,890,539
Total, Canada, March 1969.....	2,104,542	66,440,570
Total, Canada, April 1968.....	2,124,638	56,345,217

**TABLE E-3—Number of Initial and Renewal Claims Filed in Local Offices in Each Province**

<i>Province</i>	<i>April 1969</i>			<i>April 1968</i>		
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total</i>	<i>Initial</i>	<i>Renewal</i>
CANADA.....	155,422	120,198	35,224	165,881	125,369	40,512
Newfoundland.....	5,790	4,745	1,045	5,556	4,721	835
Prince Edward Island.....	1,159	1,026	133	1,178	976	202
Nova Scotia.....	6,887	5,891	996	6,451	5,279	1,172
New Brunswick.....	7,248	5,910	1,338	7,477	6,066	1,411
Quebec.....	51,742	40,237	11,505	58,931	43,100	15,831
Ontario.....	47,661	36,289	11,372	50,301	38,068	12,233
Manitoba.....	5,679	4,488	1,191	5,323	4,101	1,222
Saskatchewan.....	4,790	3,923	867	3,750	3,146	604
Alberta.....	7,342	5,840	1,502	8,040	6,355	1,685
British Columbia.....	17,124	11,849	5,275	18,874	13,557	5,317

\*In addition, revised claims received numbered 31,791.



**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 30, 1969**

Province and sex	Total claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants April 30, 1968
		1-4	5-13	14-26	27 or more*	
CANADA.....	526,522	153,138	163,219	164,685	45,480	575,006
Male.....	364,088	112,141	114,622	114,519	22,806	409,978
Female.....	162,434	40,997	48,597	50,166	22,674	165,028
NEWFOUNDLAND.....	26,617	7,059	8,267	10,354	937	27,003
Male.....	23,431	6,395	7,262	9,118	656	23,940
Female.....	3,186	664	1,005	1,236	281	3,063
PRINCE EDWARD ISLAND.....	5,032	1,076	1,527	2,261	168	4,808
Male.....	3,913	829	1,200	1,776	108	3,784
Female.....	1,119	247	327	485	60	1,024
NOVA SCOTIA.....	27,126	5,627	8,883	10,919	1,697	27,073
Male.....	20,891	4,441	6,875	8,606	969	21,087
Female.....	6,235	1,186	2,008	2,313	728	5,986
NEW BRUNSWICK.....	27,771	7,757	10,233	8,437	1,344	28,993
Male.....	20,918	6,228	7,862	6,104	724	23,061
Female.....	6,853	1,529	2,371	2,333	620	5,932
QUEBEC.....	175,562	48,256	53,919	57,697	15,690	196,779
Male.....	127,610	35,512	41,075	42,878	8,145	150,947
Female.....	47,952	12,744	12,844	14,819	7,545	45,832
ONTARIO.....	149,541	48,026	45,215	41,698	14,602	165,431
Male.....	88,863	31,953	26,473	23,811	6,626	100,743
Female.....	60,678	16,073	18,742	17,887	7,976	64,688
MANITOBA.....	20,364	5,608	6,895	5,559	2,302	22,859
Male.....	13,733	3,766	4,789	3,899	1,279	15,801
Female.....	6,631	1,842	2,106	1,660	1,023	7,058
SASKATCHEWAN.....	18,807	5,021	6,832	5,931	1,023	16,098
Male.....	14,489	4,104	5,339	4,502	544	12,146
Female.....	4,318	917	1,493	1,429	479	3,952
ALBERTA.....	21,048	6,890	6,175	6,214	1,769	23,795
Male.....	14,597	5,334	4,134	4,222	907	16,923
Female.....	6,451	1,556	2,041	1,992	862	6,872
BRITISH COLUMBIA.....	54,654	17,818	15,273	15,615	5,948	62,167
Male.....	35,643	13,579	9,613	9,603	2,848	41,546
Female.....	19,011	4,239	5,660	6,012	3,100	20,621

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability

## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Transportation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—June.....	119.7	120.5	118.3	121.2	115.1	127.4	119.2	121.3
July.....	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August.....	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September.....	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October.....	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February.....	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March.....	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April.....	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May.....	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June.....	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
(1949 = 100)								
June.....	162.7*							

\* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the beginning of June 1969**

	All Items						Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	June 1969	May 1969	June 1968	Food	Housing	Clothing				
	(1961 = 100)									
St. John's, Nfld. ....	199.9	199.0	116.1	121.3	113.3	126.6	111.7	128.8	110.0	143.6
Halifax.....	120.0	119.3	114.2	126.6	112.1	123.4	111.3	135.6	125.2	127.7
Saint John.....	120.3	119.5	115.2	126.0	111.5	127.3	117.8	128.5	126.7	126.6
Montreal.....	122.5	121.4	117.7	125.7	114.3	122.6	122.3	127.4	136.8	128.4
Ottawa.....	123.5	122.7	118.0	129.0	113.7	125.4	118.9	136.0	136.1	132.2
Toronto.....	124.5	123.3	119.1	126.9	117.6	128.4	126.3	134.0	123.6	130.1
Winnipeg.....	123.6	122.2	117.6	128.7	111.9	131.6	123.9	138.1	126.7	129.2
Saskatoon-Regina.....	120.1	118.9	115.7	126.7	113.1	125.5	113.6	125.1	127.2	121.8
Edmonton-Calgary.....	122.1	120.8	116.5	128.8	115.3	124.1	117.4	136.8	127.9	115.4
Vancouver.....	119.9	118.5	114.6	128.9	112.4	123.2	116.3	128.5	118.4	113.5

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and

lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

TABLE G-1—Strikes and Lockouts, 1964-69

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
*1968—June.....	75	152	46,215	544,310	0.42
July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
*1969—January.....	33	64	10,048	125,680	0.09
February.....	26	62	15,467	137,070	0.11
March.....	38	83	22,696	169,120	0.13
April.....	50	95	30,211	272,490	0.20
May.....	64	125	108,563	1,099,450	0.79
June.....	58	133	61,407	911,680	0.64

\*Preliminary.

TABLE G-2—Strikes and Lockouts, June 1969 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	2	635	6,380
Mines.....	12	4,896	88,700
Manufacturing.....	56	11,994	128,620
Construction.....	28	30,312	555,480
Transportation and utilities.....	8	7,588	24,160
Trade.....	14	4,914	101,380
Finance.....	—	—	—
Service.....	11	646	6,430
Public administration.....	2	422	530
ALL INDUSTRIES.....	133	61,407	911,680

TABLE G-3—Strikes and Lockouts, June 1969 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	330	6,930
Prince Edward Island.....	—	—	—
Nova Scotia.....	6	1,858	7,700
New Brunswick.....	2	328	1,150
Quebec.....	43	25,782	401,670
Ontario.....	52	18,981	352,270
Manitoba.....	1	35	440
Saskatchewan.....	2	69	1,350
Alberta.....	5	573	12,060
British Columbia.....	16	6,646	106,300
Federal.....	5	6,805	21,810
ALL JURISDICTIONS.....	133	61,407	911,680

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accumulated		
FORESTRY						
MacMillan Bloedel Ltd., (Franklin River Division), Vancouver Island, B.C.	Woodworkers (AFL-CIO/CLC)	410	6,150	6,150	June 10 —	Absence of a fourth daily meal at camp—
MacMillan Bloedel Ltd., (Menzies Bay Division), Vancouver Island, B.C.	Woodworkers Loc. 1-363 (AFL-CIO/CLC)	225	230	230	June 16 June 17	Suspension of four employees for refusing to load non-union truck— Return of workers.
MINES						
Metal						
Granduc Mines Limited, Stewart, B.C.	Labourers Loc. 168 (AFL-CIO/CLC)	171	3,590	14,190	Mar. 4 —	5-day work week—
Caland Ore Ltd., Atikokan, Ont.	Steelworkers Loc. 5855 (AFL-CIO/CLC)	323	4,850	10,990	May 4 June 23	Wages—Wage increases.
Wabush Mines Co., Pointe Noire, Que.	Steelworkers Locs. 6254 & 6680 (AFL-CIO/CLC)	463	9,720	17,590	May 7 —	Wages, hours—
Iron Ore Co. of Canada Ltd., Sept-Iles and Schefferville, Que.	Steelworkers Locs. 5569 & 5567 (AFL-CIO/CLC)	1,030	21,630	36,050	May 11 —	Wages, hours—
Quebec Cartier Mining Co., Port Cartier and Gagnon, Que.	Steelworkers Locs. 6869 & 5778 (AFL-CIO/CLC)	1,100	22,000	36,300	May 13 June 29	Wages, hours—55¢ an hr. increase spread over 3-yr. period; other benefits.
Gaspe Copper Mines Ltd., Murdochville, Que.	Steelworkers Loc. 6086 (AFL-CIO/CLC)	700	14,700	23,100	May 14 —	Wages—
Non-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	3,630	11,230	Mar. 30 —	Wages—
Advocate Mines Limited, Baie Verte, Nfld.	Asbestos Workers Loc. 1612 (AFL-CIO/CLC)	330	6,930	9,900	May 22 —	Wages—
Bell Asbestos Mines, Thetford, Que.	Steelworkers Loc. 7285 (AFL-CIO/CLC)	450	450	450	June 30 —	Not reported—
MANUFACTURING						
Food and Beverages						
St. Lawrence Sugar Co. Ltd., Montreal, Que.	Bakery Workers Loc. 333 (CLC)	270	3,780	12,960	Apr. 14 June 19	Wages—Wage increase of 18% over a 3-yr. contract.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accumulated		
Canada Starch Co. Ltd., Cardinal, Ont.	Retail, Wholesale Employees Loc. 483 (AFL-CIO/CLC)	500	6,500	18,500	Apr. 26 June 19	Wages, other benefits—24¢ an hr. increase across the board; 3 weeks vacation after 8 years, 4 weeks after 17 years, other improved benefits.
Vachon Inc., Ste. Marie de Beauce, Que.	Bakery Workers Loc. 482 (CLC)	634	1,900	10,140	May 13 June 5	Wages, hours, working conditions, other benefits—45¢ an hr. increase spread over 3-yr. period; other improvements.
Liqueurs Saguenay Ltée., Chicoutimi, Que.	Commerce and Office Employees (CNTU)	110	110	220	May 30 June 1	Renewal of contract—Return of workers when wages improved.
Dominion Dairies Limited, Montreal, Que.	Teamsters Loc. 973 (Ind.)	205	610	610	June 7 June 11	Wages, fringe benefits—23 % wage increase over 27-month period.
<i>Leather</i>						
Hartt Boot & Shoe, Fredericton, N.B.	Food and Allied Workers Loc. 694 (AFL-CIO/CLC)	153	770	1,990	May 21 June 9	Wages—30¢ per hr. increase over a 3-yr. period.
<i>Textiles</i>						
Fiberglas Canada Limited, Guelph, Ont.	Textile Workers' Union Loc. 1305 (AFL-CIO/CLC)	427	1,490	1,490	June 9 June 12	Wages—Return of workers.
Wabasso Ltée., Trois-Rivieres, Que.	United Textile Workers various locals (AFL-CIO/CLC)	1,900	1,900	1,900	June 12 June 13	Not reported—Not reported.
<i>Wood</i>						
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,210	14,300	Dec. 17 —	Wages, fringe benefits, holidays—
Pacific Veneer, New Westminster, B.C.	Woodworkers Loc. 1-357 (AFL-CIO/CLC)	830	4,570	4,570	June 17 June 25	Suspension of one employee—Return of workers pending negotiations.
Goderich Manufacturing Co. Ltd., Goderich, Ont.	International Operating Engineers Loc. 722 (AFL-CIO/CLC)	105	620	620	June 22 —	Wages, Sunday rates, hours—
<i>Furniture and Fixtures</i>						
Princeville Furniture Inc., Princeville, Que.	Building and Woodworkers' Federation (CNTU)	150	—	6,450	Mar. 31 June 2	Not reported—16¢ an hr. increase 1st.-yr., 11¢ 2nd.-yr., 14¢ 3rd.-yr., other improvements.
Vilas Industries Ltd., Cowansville, Que.	Building and Woodworkers' Federation (CNTU)	300	4,500	6,300	May 23 June 21	Not reported—Not reported.
<i>Paper</i>						
Acadia Pulp & Paper Division of Atlantic Sugar Refineries, Nelson-Miramichi, N.B.	Pulp and Paper Mill Workers Loc. 687 (AFL-CIO/CLC)	175	380	380	June 13 June 16	Alleged slowness in negotiations—Return of workers.

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accumulated		
Primary Metals						
Reynolds Aluminum Co. of Canada, Cap-De-La-Madeleine, Que.	Steelworkers Loc. 7102 (AFL-CIO/CLC)	117	350	350	June 2 June 5	Over the promotion of one work- er—Dismissal of some workers strike declared illegal.
Schultz Die Casting, Lindsay, Ont.	Auto Workers Loc. 884 (CLC)	112	2,020	2,020	June 5 —	Alleged misinterpretation by work- ers against company action—
Metal Fabricating						
Donald Rope & Wire Cloth Ltd., Hamilton, Ont.	Steelworkers Loc. 3325 (AFL-CIO/CLC)	240	5,040	8,160	May 13 —	Wages—
Engineering Products of Canada Ltd., Boucherville, Que.	Steelworkers Loc. 5792 (AFL-CIO/CLC)	125	2,630	2,630	June 2 —	Wages, fringe benefits—
Standard Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)	200	800	800	June 25	Not reported—Not reported.
Machinery						
Otis Elevator Co. Ltd., Hamilton, Ont.	Steelworkers Loc. 1762 (AFL-CIO/CLC)	553	11,610	18,800	May 14 —	Wages, working conditions—
Mathews Conveyor Co., Port Hope, Ont.	Machinists Loc. 1805 (AFL-CIO/CLC)	180	180	180	June 3 June 4	Wages, fringe benefits—Return of workers.
Transportation Equipment						
Fairbanks Morse (Canada) Limited, Kingston, Ont.	U.E. Loc. 422 (Ind.)	117	2,340	6,320	Apr. 12 June 30	Wages—Plant discontinued.
Sicard Inc., Ste. Therese, Que.	Auto Workers Locs. 728 & 1146 (CLC)	530	10,070	25,440	Apr. 21 June 27	Wages—Not reported.
Northwest Industries Ltd., Edmonton, Alta.	Machinists Loc. 1579 (AFL-CIO/CLC)	400	8,400	16,800	May 1 —	Wages—
Wilson Motor Bodies Ltd., Burlington, Ont.	Auto Workers Loc. 525 (CLC)	139	1,530	1,530	June 16 —	Wages—
Electrical Products						
Fergus Cables Ltd., Div. of Canada Wire & Cable Ltd., Fergus, Ont.	I.B.E.W. Loc. 804 (AFL-CIO/CLC)	184	1,840	12,320	Mar. 11 June 16	Wages, working conditions—Wage increase, other improved benefits.
Non-Metallic Mineral Products						
Canadian Salt Ltd., Windsor, Ont.	Auto Workers Locs. 195 & 240 (CLC)	107	1,440	11,150	Jan. 9 —	Delay in new contract negotia- tions—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accumulated		
Libby, Owen Ford Glass Co. of Canada, Collingwood, Ont.	Glass and Ceramic Workers Loc. 252 (AFL-CIO/CLC)	300	4,800	15,900	Apr. 9 June 23	Wages in a first agreement—25¢ an hr. increase now, 14¢ May 1970, 15¢ May, 1971; other improved benefits.
Asbestonos Corporation Lt., St. Lambert, Que.	Les Travailleurs Unis de St. Lambert Inc.	150	3,150	6,000	May 5 —	Not reported—
Dominion Glass, Ville d'Anjou, Que.	Glass and Ceramic Workers, Loc. 206 (AFL-CIO/CLC)	300	300	300	June 20 June 21	Not reported—Not reported.
<i>Petroleum and Coal Products</i>						
Six Oil Refineries, Lower Mainland, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	700	14,580	19,520	May 21 —	Wages, fringe benefits—
<i>Chemical Products</i>						
Canadian Liquid Air Ltd., Montreal, Que.	Steelworkers Loc. 6394 (AFL-CIO/CLC)	320	1,600	12,480	Aprl 14 June 9	Wages, jobs evaluation, employee classifications—24¢ an hr. in crease retroactive to Feb. 7, 1969, 18¢ Feb. 7, 1970, 20¢ Feb. 7, 1971 other improved benefits.
<i>Miscellaneous Manufacturing</i>						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	83,320	May 17 1968	Wages, union security, grievance procedure—
The Lufkin Rule Co. of Canada Ltd., Barrie, Ont.	Steelworkers Loc. 6709 (AFL-CIO/CLC)	190	2,090	8,550	Apr. 14 June 16	Wages—Wage increases over 2-yr contract.
<b>CONSTRUCTION</b>						
Several Plumbing Contractors, Various Locations, Northwestern, Ont.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,200	49,200	July 15 —	Wages, other benefits—
Toronto Construction Association, Metro Toronto, Ont.	Various Unions	8,500	178,500	707,000	May 1 —	Wages—
Hamilton Construction Association, Hamilton, Ont.	Various unions	1,058	22,220	41,620	May 2 —	Wages—
Two Construction Associations and one Construction Federation, Quebec and area, Que.	Building and Woodworkers' Federation (CNTU)	6,000	126,000	210,000	May 12 —	Wages, hours, security of employ ment, seniority—
Master Insulator's Association of Ontario Inc. Various Locations, Ont.	Asbestos Workers Loc. 95 (AFL-CIO/CLC)	800	16,800	26,400	May 14 —	Wages—

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accumulated		
Association des Constructeurs du Bas St. Laurent Inc., Lower St. Lawrence and area, Que.	Building and Woodworkers' Federation (CNTU)	3,500	73,500	107,000	May 15 —	Wages, hours, security of employ- ment, seniority—
Electrical Contractors Association of Ottawa, Ottawa, Ont.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	850	7,250	19,900	May 15 June 16	Wages—\$1.55 an hr. increase over 2-yr. contract; 40-hr. work week first yr., 37½ second yr., and other benefits.
Several Electrical Contractors, Metro Vancouver, B.C.	I.B.E.W. Loc.)13 (AFL-CIO/CLC)	120	2,520	3,120	May 26 —	Wages, working conditions—
Windsor Construction Association, Windsor, Ont.	Various unions	1,506	31,630	36,150	May 28 —	Wages—
Sudbury Construction Association, Sudbury and area, Ont.	Carpenters Loc. 2486 (AFL-CIO/CLC)	650	13,150	13,450	May 29 —	Wages, other benefits—
Ottawa Construction Association, Ottawa and area, Ont.	Bricklayers Loc. 7 (AFL-CIO/CLC)	400	5,600	5,600	June 11 —	Wages, vacation pay—
Various Construction Association, Southeastern Quebec.	Building and Woodworkers' Federation (CNTU)	5,000	65,000	65,000	June 12 —	Wages, hours, security of employ- ment, seniority—
Applied Industrial Joint Ventures, Point Tupper, N.S.	Various unions	1,173	2,350	2,350	June 24 June 26	Discharged of one employee—Re- turn of workers pending further discussion.
Robert McAlpine Ltd., Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	125	500	500	June 25 —	Suspension of eight workers for cause—

**TRANSPORTATION AND  
UTILITIES**

*Transportation*

*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,290	10,360	Feb. 19 —	Hours of work, safety conditions—
Vancouver Island Coach Lines Ltd., Victoria, B.C.	Railway, Transport and General Workers Loc. 234 (CLC)	107	—	1,830	May 8 June 1	Wages, working conditions—Re- turn of workers, settlement terms not reported.
Fred Sowchuk Trucking, Natal, B.C.	Teamsters Loc. 213 (Ind.) International Operating Engineers Loc. 115 (AFL-CIO/CLC)	683	2,210	2,210	June 5 June 27	Wages in a new contract—Return of workers.



**TABLEG-4—Strikes and Lockouts Involving 100 or More Workers, June 1969 (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration Man-Days		Starting Date — Termination Date	Major Issues — Results
			May	Accumulated		
Cities of Windsor, Sandwich and Amherstburg, Windsor and area, Ont.	Transit Union Loc. 616 (AFL-CIO/CLC)	100	140	140	June 14 June 16	Not reported—Return of workers.
Communication						
*British Columbia Telephone Co., Province-Wide, B.C.	B.C. Telephone Workers, Various locals (CLC)	6,600	18,860	18,860	June 27 —	Wages, hours, fringe benefits—
TRADE						
Retail						
Association Provinciale des Marchands d'automobiles du Québec, Québec, Lévis and areas, Que.	Metal Trades' Federation (CNTU)	1,335	28,040	70,770	Apr. 16 —	Wages, other matters—
Various Grocery Supermarkets, Metro Vancouver, B.C.	Butcher Workmen Loc. 212 (AFL-CIO/CLC)	3,179	66,230	70,900	May 24 —	Wages, 4-day work week, job security—
SERVICE						
Miscellaneous Services						
Place Ville-Marie Corp., Montreal, Que.	Building Service Employees Loc. 298 (AFL-CIO/CLC)	300	300	300	June 11 June 12	Not reported—Not reported.
PUBLIC ADMINISTRATION						
Local Administration						
Corporation of the City of Halifax, Halifax, N.S.	Public Employees Loc. 108 (CLC)	400	200	200	June 16 June 16	Wages—24c per hr. increase retro- active to Jan. 1969, 15c Sept. 1, 1969, 15c May 1970.

\* Federal jurisdiction.

# The Labour Gazette

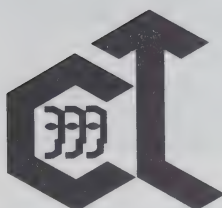
October 1969





"As automation increases, the ability of workmen to effectively shut down a company by refusal to work diminishes... As companies increase in size, a strike against any part of their total organization does not hurt much."  
Read 'The Challenge of the Woods Report,' by David Kuechle. See p. 570.



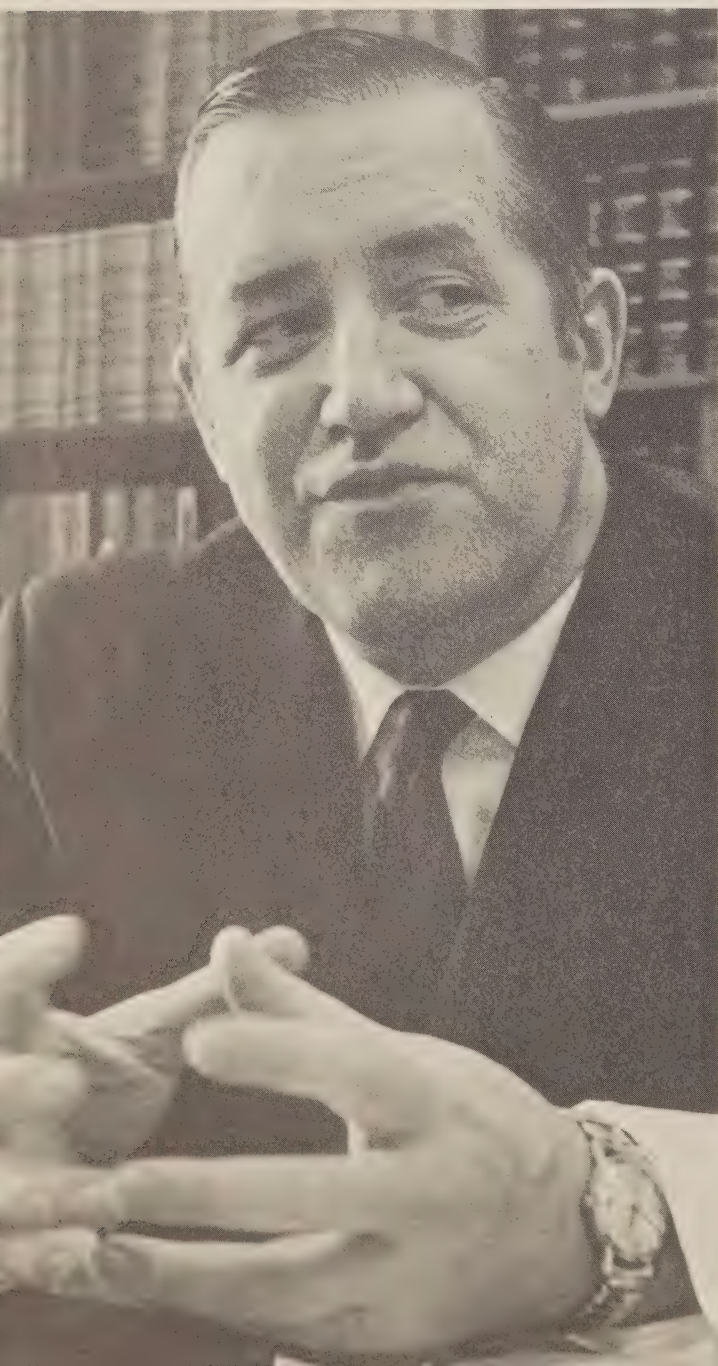


558	New Role for Labour Departments
560	Disputes Settlement in a New Era
570	The Challenge of the Woods Report
578	CIRRI Looks at the Woods Report
562	News Briefs
568	50 Years Ago
581	Ninth ICFTU World Congress
582	Labour Federation Conventions—1969
587	The Future of Social Security
589	The Thorsrud Experiment
590	Teamwork
592	Older Workers
594	Price Indexes
595	Unemployment Insurance Report—May
596	Legislation:
	Legal Decisions
	Recent Regulations
	Labour Legislation
603	Railway Arbitration:
	Cases 158 and 160 to 164
606	Decisions of the Umpire
607	Conciliation
610	Certification
614	General Topics
616	Library List No. 247
618	Statistics Section; Labour Statistics



Department of Labour Today

# New Role For Labour Departments



The “essential new role for departments of labour is to take non-legislative initiatives directly toward the prevention of breakdowns,” Labour Minister Bryce Mackasey told the joint session of the International Association of Governmental Labour Officials and the Association of Labour Mediation Agencies in Banff, Alta., on July 10.

Legislation can set up machinery for a more realistic and effective procedure for collective bargaining, and it can guarantee standards of employment as long as the legislation is not allowed to become rigid and predictable, Mr. Mackasey said. “But you cannot legislate intelligence; you cannot legislate good will; you cannot legislate reason, nor effective communication. In fact, you cannot legislate all those human factors that are crucial to the effective operation of legislative policy or programs. Only people can solve problems.” But here is one of the greatest areas for change in a progressive Department of Labour, he added. Because co-operation cannot be legislated, that “is no reason why we cannot use persuasion and the human element to improve relationships in these vital areas between management, labour and government.”

The job of the department is to take initiatives in bringing the parties together, in creating effective communication between government, employers and unions. “We must adopt a positive, active program toward early involvement in bargaining with the declared role of preventing breakdowns before they happen. We must become thoroughly identified as prevention agencies rather than firefighters.”

The new environment of collective bargaining, Mr. Mackasey stressed, should be structured so that “there are real and effective pressures on the negotiators to settle right from the start of the open periods in the contract.” And departments of labour must become involved actively and thoroughly “as a catalyst to get negotiations underway early.”



This early and direct involvement will bring government labour officials face to face with a whole new range of problems, he said. So, to be useful, departments must have people with the kind of expertise "that will be fully appreciative of the special and powerful forces faced by management and labour in drawing up their respective positions, demands and objectives. **We must see to it that this expertise, backed by the most sophisticated research teams, is made available to both sides at the earliest possible stage.**"

While labour and management are rethinking their attitudes, the Minister continued, the press "could make a major contribution to the acceptance of the new environment by giving the same prominence to early settlements as they historically give to the breakdowns and violence. This will require new thinking on their part as to what is news in the industrial relations area—but in my opinion they have an obligation to do just that."

The final goal, Mr. Mackasey said, is to make clear that early settlement is an acceptable standard by which the success of labour-management negotiations can be judged. **To do this, there must be a system of procedures that will make it "undesirable for anyone—unions or management—to delay settlement until the last possible moment."**

Canadian industry, Mr. Mackasey continued, is faced with introducing needed technological change while trying to cope with the inevitable problems of labour unrest that these changes create. There is a growing sense of insecurity on the part of the industrial worker in the face of rapid changes. The worker resists when he is continuously threatened by the unknown. "He sees that his hopes for secure employment in the immediate future will require him to master many skills in his lifetime, require him to be mobile, to move from job to job, and his reaction predictably is one of fear and resentment."

**More and more companies are showing concern for the problems created by change, and many have taken appropriate steps in their collective agreements to remove much of the sting and insecurity that arise when change is**

**introduced. "But as long as some firms continue to resist their obligations to their employees . . . then it will be necessary for the legislation of the future to protect the workers."**

Labour unions, too, must do some soul-searching, said Mr. Mackasey. They must realize that they "exist to serve and to act in the best interest of their members." If management can be compelled to negotiate change, then unions must be prepared to make adjustments. **"In short, the unions must co-operate to an extent unknown before; they must merge, they must be prepared to take the necessary steps to provide the maximum amount of good for the greatest number of workers."**

## A Symbol for the Department



The Canada Department of Labour has chosen this new corporate symbol to reflect its philosophy and objectives. Both symbol and colour (flag red) have been registered for the exclusive use of the Department in promoting its objectives.

In composition, the symbol forms a logotype of the letters CL in English or Ct in French. **In the two official languages of Canada, therefore, the logotype stands for Canada Labour and Canada travail. Together, these letters portray the strength and unity of the labour force.** The stylized second letter also forms an arrow representing the upward quest for improvement in the wages and working conditions of all Canadians. Partially enclosed by the letter C are outlines of three profiles representing the three partners—labour, management and the federal Government.

This symbol will appear on all publications, stationery, news releases, exhibits, displays, buildings and signs of the Department to identify both its aims and its functions in the mind of the Canadian public.



# Disputes Settlement In a New Era



What will be the result of the growth of the multi-national corporation? Why have differing systems of dealing with industrial disputes developed in countries so closely linked as Canada and the United States?

The development and growth of multi-national, worldwide business corporations and conglomerates will give rise to the development of multi-national, worldwide trade unions, Bernard Wilson, Assistant Deputy Minister, Canada Department of Labour, told the 27th annual convention of the International Mailers' Union in Ottawa on July 15. **Mr. Wilson went on to say that if present trends continue, worldwide corporations will ultimately control two thirds of the world's means of production.**

**"Although there are positive values in the form of greater productivity, extension of markets, more jobs, and the generation of purchasing power, the development of the worldwide corporation will create social, economic and political problems, not only in each country in which they operate, but between those countries."** This new international presence, Mr. Wilson said, can create national labour problems, legal problems, tariff problems, research problems, loyalty problems, and national security problems, among others.

It is easy to see, he said, that in the face of differing labour costs in various countries, **"a national trade union will be at a disadvantage in bargaining collectively with a multi-national employer who can control production in each country, or divert its export business to its plants in the country having the lowest wages and the fewest benefits, or giving the least labour trouble."** Mr. Wilson pointed out that if there is a strike in one country, increased production in others could relieve the ordinary economic pressures that help bring about strike settlements. He emphasized that the centralized management of the worldwide corporation will necessitate an equally centralized trade union organization **"in order that it may bargain effectively on a worldwide basis for its members in each country."**

The speaker then went on to compare the U.S. and Canadian systems of dealing with industrial disputes. "In general, it can be said that the system in a country governing relations between labour and management . . . reflects varied historic, political, social and economic incidents and circumstances. For instance, Sweden, for reasons of national economics, now has a system based on industry-wide bargaining. The United Kingdom has a system that is in its liberal, laissez-faire tradition, into which the Labour Government has tried to introduce legislative controls because of a faltering economy and serious balance-of-payments problems. The USSR has an authoritarian labour relations system in which the objectives of the state are paramount—a heritage of its own revolution."

Why, then, have somewhat different labour legislation and policies developed in Canada and in the United States—two countries so closely linked by geography, family relationships, business associations and social, political and economic interests? One important reason, Mr. Wilson thinks, is that the United States has an entrenched Bill of Rights of general application, guarded by political institutions and the courts. "In Canada, rights are those that are created or altered from time to time by a federal Parliament and ten provincial legislatures, all eleven having the power to enact labour relations legislation in their separate jurisdictions."

"Then, there is the harsher climate of Canada. Strikes without warning, or strikes lasting for months "would gravely impair the health and livelihood of persons dependent in their employment on the availability of transportation and communications." Canada depends on the two transcontinental railways and the St. Lawrence Seaway. "Any labour dispute that tied up the railways for more than two weeks or the Seaway for a little longer would be economically ruinous to large regions of the country. By contrast, the U.S. is not similarly dependent."

In the U.S., there are many regions of high industrial activity. This is not so in Canada, Mr. Wilson said,

where industry is largely concentrated in parts of Ontario and Quebec. Consequently there is less dependence in the U.S. on transportation and communication for economic survival. "It can afford quicker and longer strikes."

The eight-month-long U.S. copper strike, the four-month-long steel strike, and the recent longshoremen's strikes are evidence of the ability of the U.S. to bear prolonged work stoppages in essential industries. "These relatively favourable circumstances of size and economic dispersion condition the legislative attitude of the U.S. in labour relations matters . . . It is necessary, therefore, that the Canadian system of legislation and control of the mediation agency be governed by Canada's economic vulnerability to labour unrest and the political sensitivity that such vulnerability engenders."

**But both the U.S. Congress and the Canadian Parliament must act when disputes imperil national health and economic welfare, Mr. Wilson said. "I think it is a tribute to both the U.S. and Canadian systems of disputes settlement, and to the participating unions and employers, that it has been found necessary to resort to special labour legislation only rarely."**

Mr. Wilson concluded his address by saying that a problem facing unions now is how they should use their economic strength without putting any hardship on the public. "Instead of the total strike, reliance is placed on work-to-rule, slowdowns, or rotating strike action in parts of a large operation. But, in essence, the problem facing unions, employers and governments today is as it was with Mackenzie King in 1907: When do private rights become public wrongs, and so make necessary the legislative controls that all wish to avoid?"



## News Briefs

■ Marcel Dubuc, 50, has been appointed Chief, Information Division, in the Public Relations and Information Services Branch of the Canada Department of Labour. He will be responsible for co-ordinating and developing departmental activities as they relate to media relations, promotion and audio-visual programs and general information services.

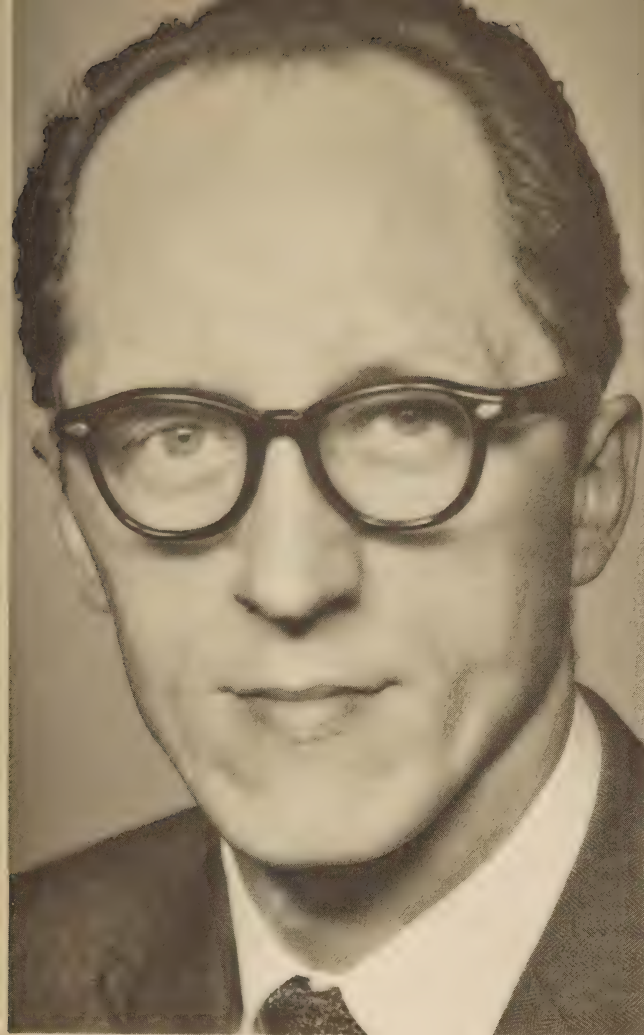
Mr. Dubuc has had extensive experience in the promotional field, with several major advertising agencies and corporations. He was associated also with the Canadian Press and the former British United Press. Prior to coming to Ottawa, he had been with the CBC in Montreal for 10 years. Mr. Dubuc entered the federal Government service in Ottawa in 1965 with the Centennial Commission where he was acting director of public relations and information. After its dissolution, he joined the Canada Department of Labour, leaving in August of last year to help launch a program of bilingual development at the Dominion Bureau of Statistics.

Mr. Dubuc was born in Winnipeg, received his earlier education in Europe, and obtained a B.A. from the University of Montreal where he later studied law. He also took postgraduate courses in economics at McGill University and obtained a special scholarship in economics and languages at the Montreal School of Higher Studies.

An officer of the former Non-Permanent Active Militia since 1938, Mr. Dubuc joined the active force in 1940 and spent five years overseas, the last two in counter-intelligence in Italy and northwest Europe.







■ **Egide Dandenault, 42, formerly an information officer with the Department of Forestry and Rural Development, now the Department of Regional Economic Expansion, has been appointed Editor of *La Gazette du Travail*.** Mr. Dandenault was an editor and reporter with the Canadian Broadcasting Corporation News Service in Montreal, and was also a researcher, editor and interviewer for the CBC in Ottawa. Among his numerous writing and editing appointments, Mr. Dandenault was director of the weekly, *La Tribune* in Hull, and director of an advertising agency there. He was also an editor and member of the editorial boards of *Vie Etudiante* and *François*, and has acted as vice-president and president of the Federation of Authors and Artists of Canada. Mr. Dandenault is the author of several articles, publications and memoirs, notably: *Hull 64*, a 96-page document on the city of Hull; *Nécessité d'un regain industriel à Hull*, written for the Hull Chamber of Commerce and submitted to municipal authorities in 1965; and *Mémoire du Service Social de l'Outaouais Inc.*, for the Castonguay Commission in November 1968. The new Editor of *La Gazette du Travail* succeeds Georges d'Astous, who has left the Department of Labour to join the Department of Indian Affairs and Northern Development.

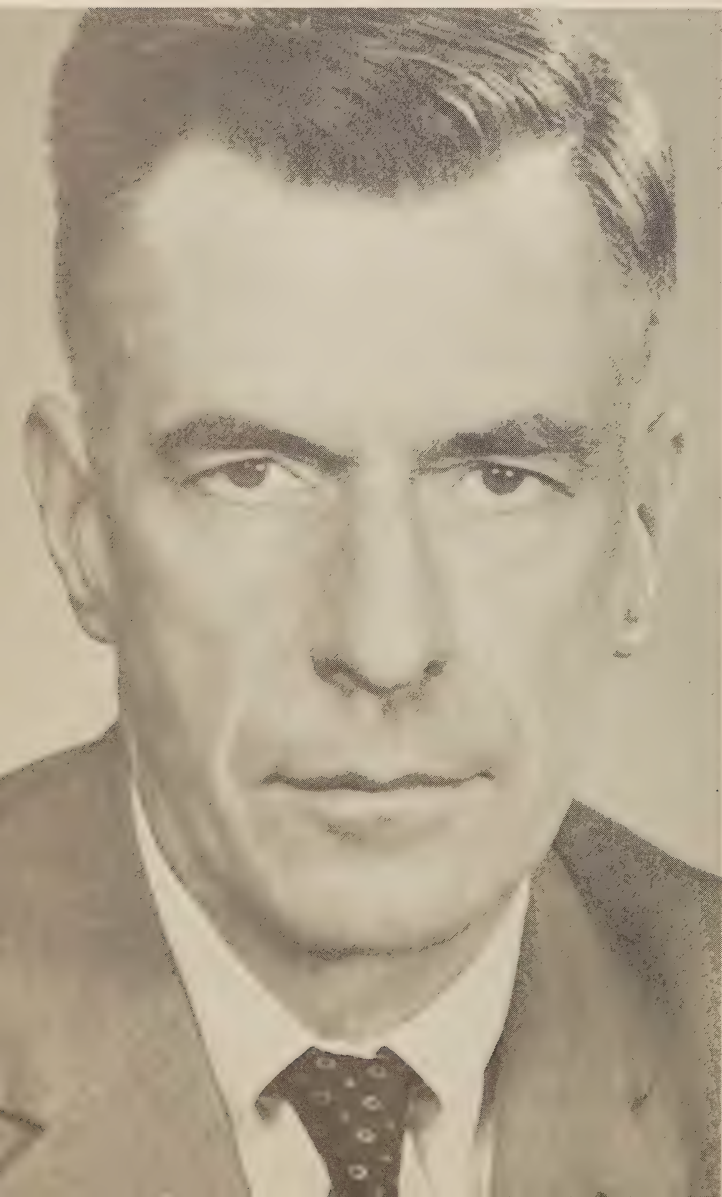
■ **The two-part article, *ILO in Wartime*, by C. Wilfred Jenks, Principal Deputy Director-General of the International Labour Organization, which appeared in the May and June issues of *The Labour Gazette*, was a condensation. The original, full-length article will be published in booklet form by the Canada Department of Labour sometime before the end of 1969.** The booklet will be included in the bound volume of *The Labour Gazette* for 1969. Several alterations to the text of the *Gazette's* two-part article should be noted. In the May issue, page 278, near the bottom of the centre column, "September 3" should read "September 19." In the June issue, page 326, column 1, paragraph 2, line 6, the word "members" should read "constituents." In column 2, paragraph 1, line 5, "Russia" should read "U.S.S.R." And on page 327, column 1, paragraph 1, line 5, "Secretary of State" should read "Secretary of Labor."

■ **Quebec's first province-wide agreement in the construction industry was ratified in July.** The settlement between the CNTU, the Quebec Federation of Labour and five employer associations ended a dispute that had included bombings, goon squads and inter-union quarrelling. About 12,000 workers affiliated with the CNTU had been off the job in Quebec City and the Rimouski area since May 12. The strike later spread to the Eastern Townships. **The agreement may assure peace in the construction industry for the next four years.** Agreement was reached in negotiations conducted by Labour Minister Maurice Bellemare. There was no strike in the Montreal area, where the QFL accepted a new contract last April 30. As a result of the QFL's action, the CNTU kept its men working on Montreal projects. A major accomplishment of the settlement pertains to a job security clause in the contract that provides for the use of hiring halls as pools of skilled building tradesmen. Workers will also receive an increase of 54 cents an hour in three installments, varying somewhat throughout the 14 construction regions in the province. The agreement also increases vacation pay and divides workers into two categories, permanent and part time. Permanent workers will have priority over part time workers, and permanent workers from the region where work is being done will have priority over those from outside the region.



■ Canadian-born John Kenneth Galbraith, American economist, author and diplomat, will be one of three keynote speakers at the national tripartite conference on industrial relations, to be held in Ottawa, October 26-29. Mr. Galbraith, who is Warburg Professor of Economics at Harvard, was appointed assistant administrator of the U.S. Office of Price Administration in 1941 and charged with the responsibility of establishing nation-wide price controls.

Starting with a staff of 10, he had developed a 16,000-man organization by the time he left the job in 1943 for a year on the staff of Fortune magazine. During the presidential campaigns of 1952 and 1956, he was one of Adlai Stevenson's chief speech writers and advisors. Five years later, President Kennedy appointed him Ambassador to India, a post he held until 1963. A prolific and sometime controversial writer, he has written six books on economics, as well as his two best-sellers, *The Affluent Society* and *The Scotch*.



The second keynote speaker is Louis Armand, Internationally known French industrialist, educationalist and scholar. Mr. Armand began his career as a mining engineer in the Corps des Mines at Clermont-Ferrand, France. He entered the Paris-Lyon-Mediterranean Railway Company as chief engineer in 1934. He joined the Société Nationale des Chemins de Fer Français in 1944 as Director of Central Services. He became Assistant General Manager in 1946, General Manager in 1949, Chairman of the Board of Directors in 1955 and Chairman in 1958.



Chairman of the Conseil de Perfectionnement of the Ecole Polytechnique since 1956, Mr. Armand has also been president of several other organizations: EURATOM from January 1958 to February 1959; Bureau d'Organisation des Ensembles Industriels Africains from 1954 to 1958; Lorraine District Coal Mines from 1959 to 1964; and the French Association of Standardization in 1963. In addition, Mr. Armand is a director of several other organizations.

A professor at the National School of Administration, Mr. Armand participates also in the activities of the Conseil de Surveillance of the study group for the proposed tunnel under the English Channel. A member of the French Academy, the "Institut," and the Academy of Political and Moral Sciences, he is the holder of several decorations. He is a Grand Officier de la Légion d'Honneur, a Compagnon de la Libération, has received the Military Cross, and is a High Commander of the British Empire.

The third keynote speaker will be Allan Flanders, an Oxford lecturer, author and authority on industrial relations. Mr. Flanders is a full-time member of the British Commission on Industrial Relations; and for the past five years, a Fellow of Nuffield College.

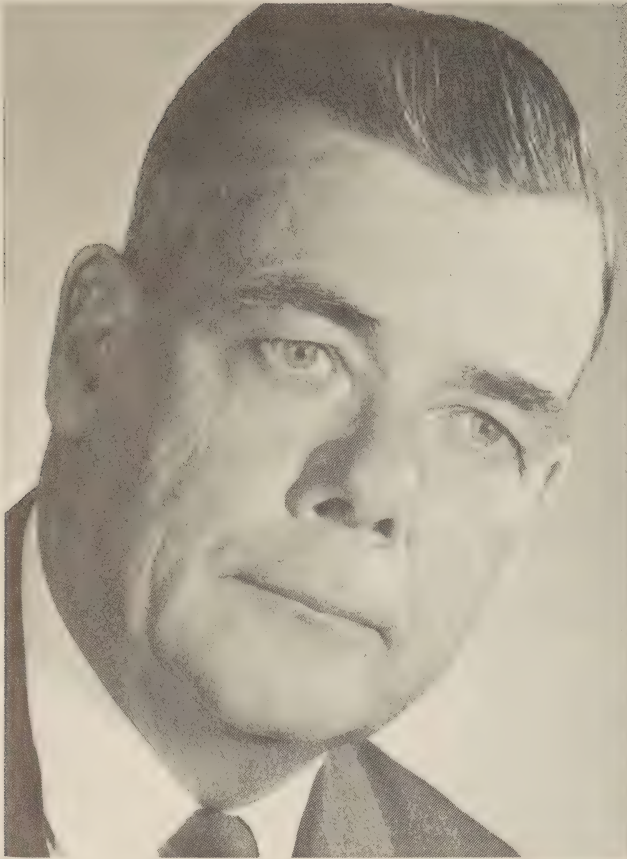
After having worked as a journalist and a tutor in adult education, he became an engineering draughtsman, and subsequently played an active role in the labour movement as a trade unionist. In 1943, he became research assistant to the Trades Union Congress in Great Britain, and in 1946, he joined the British Control Commission for Germany as head of the political branch. Mr. Flanders was a member of the Secretary of State's Colonial Advisory Committee from 1954 to 1962, a member of the Civil Service Arbitration Tribunal, and of the National Reference Tribunal for the Coal Mining Industry, and an industrial relations adviser to the National Board for Prices and Incomes from 1965 to 1968.

The conference will honour the 50th anniversary of the International Labour Organization, and the tripartite structure, modelled after the ILO, will bring together the parties principally involved in industrial relations—unions, management, and government. Some 200 delegates will examine topics concerning labour standards, Canada's international commitments, industrial relations generally, and specifically, the "public interest" aspect of disputes.



■ Richard C. Smith of St-Laurent, Que., has been appointed to the Canada Labour Relations Board by Hon. Bryce Mackasey, Minister of Labour, as a member representing employees. Mr. Smith, 42, is Vice-President of the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, and is also Chairman of the Associated Non-Operating Railway Unions, which negotiate on behalf of some 75,000 non-operating railway employees in Canada. The Canada Labour Relations Board is composed of four members representing employees, four members representing employers, an impartial chairman, and a vice-chairman. It meets periodically to deal with representations concerning the certification of trade unions as collective bargaining agents for groups of employees, and to handle other labour relations matters affecting undertakings and industries under federal jurisdiction.





■ The new Manitoba Minister of Labour is A. R. Paulley. He was first elected to the Manitoba Legislature in 1953, and in 1960 was elected leader of the province's Co-operative Commonwealth Federation (CCF) party. He continued as leader when the CCF became the New Democratic Party (NDP), and relinquished his leadership in June. Mr. Paulley was born in 1909. He was a foreman at the CNR Transcona shops from 1946 to 1949, and in 1951-52 he served as mayor of Transcona.

■ Russell Bell is the new head of the research department of the Canadian Labour Congress. He replaces John Fryer, who was appointed Executive Secretary of the British Columbia Government Employees Association. Mr. Bell was born in Britain, attended school in the United States, and came to Canada in 1943 to join the Royal Canadian Air Force. He served overseas as a gunner, completing a tour of operations in Europe. After the war, he graduated with an honours Bachelor of Arts degree at Carleton University, Ottawa, and took his Master's degree in political economy at the University of Toronto. From 1951 to 1953, he was assistant to M. J. Coldwell, M.P., who was then the leader of the Co-operative Commonwealth Federation (CCF) party. He then became research director for that party, continuing in that position until 1958, when he joined

the staff of the CLC. He was assistant and later associate research director of the CLC until 1964, when he joined the staff of the Economic Council of Canada to undertake research in manpower and labour areas.

■ County Court Judge Walter Little of Parry Sound has been named by Ontario Labour Minister Dalton Bales to head the seven-man Ontario Labour-Management Arbitration Commission to provide arbitrators for provincial labour disputes. The commission will be responsible for ensuring that arbitrators are available for disputes in which the parties cannot agree on the selection of an arbitrator, and to provide administrative services, such as arranging dates and locations for hearings. The three members representing employers are: J. W. Henley, Vice-President of Personnel, Canadian Westinghouse Co. Ltd.; C. B. C. Scott, a retired assistant general manager of personnel for Ontario Hydro; and C. A. Morley, a company labour relations lawyer. Representing labour are: Herbert Gargrave, United Steelworkers of America; Henry Kobryn, Secretary-Treasurer, Provincial Building and Construction Trades Council; and Harry Simon, Regional Director of Organization for Ontario, Canadian Labour Congress. In addition to its other duties, the commission will sponsor research on the arbitration process and public awards and general information concerning arbitration. The parties to an arbitration will continue to be free to agree on the selection of an arbitrator, but they can request the Commission to appoint in cases where they cannot agree. Arbitration costs, although they will continue to be paid jointly, will come under a standard schedule of fees and expenses to be set by the commission.

■ The British Government has abandoned its plan to legislate against unofficial strikes (L. G., May, p. 268). Instead, the Trades Union Congress has agreed to police its members and carry out its own plans for dealing with industrial disputes. The legislation proposed by the Wilson Government had deeply split the Labour Party, so the dropping of the legislation was received with jubilation. The acting General Secretary of the TUC, Victor Feather, won his main points from the Government: the proposed fines on wildcat strikers have been withdrawn, and unions affiliated with the TUC have surrendered some of their sovereignty to the Congress. In cases of industrial disputes, the TUC will judge whether strike action is reasonable or unreasonable. If reasonable, it will do everything possible to promote a settlement; if unreasonable, it will order or recommend an immediate return to work. If the unions refuse to go back to work, the general council of the TUC can suspend or expel them. Government spokesmen said that they were satisfied with the arrangement, but Mr. Feather warned the public not to expect too much too fast. He said that the TUC would move in only on strikes that could be disastrous to the economy.



■ **Public employees have a right to join unions, two U.S. Federal District Courts of Appeals have ruled in cases brought before them by unions defending that right.** The most recent decision was rendered in a suit instituted by the International Association of Fire Fighters to challenge a North Carolina law that forbids public employees to join unions. That law, the court ruled, was "unconstitutional on its face." **The court added: "There is no valid state interest in denying firemen the right to organize a labor union."** The state law forbidding public employees to join unions is "void on its face as an abridgment of freedom of association protected by the First and Fourteenth Amendments [to the U.S. Constitution]." **The judges said that they did not question the power of the state to deal with emergency situations, but "we do question the overbreadth" of the law in question, which "strikes down indiscriminately the right of association in a labor union."** As soon as the North Carolina ruling was announced, the Fire Fighters reinstated two union locals that have a combined membership of almost 600. **In the other decision, the U.S. District Court of Appeals in St. Louis, Miss., upheld the right of two highway employees in North Platte, Neb., to belong to the State, County, and Municipal Employees Union.**

■ **Approximately 200,000 of the 450,000 employers registered with the Unemployment Insurance Commission are now able to pay their monthly contributions directly to chartered banks and certain other financial institutions.** Effective October 1, the employer may send the money to his own financial institution, either by cheque or cash, or he can have his account automatically debited when he sends in the remittance form. The money then goes to the agency of the Bank of Canada where it is deposited to the credit of the UIC. Some financial institutions, such as those with no commercial accounts, and some of the larger trust companies, have decided not to take part in the scheme, but an employer may deal through any chartered bank.

■ **Two areas of research in the Canada Department of Labour will be receiving more attention with the promotion of two economists in the department's Economics and Research Branch.** Alan Portigal has been named Assistant Director, Statistical Development; and Phillip Cohen has been named Assistant Director, Program Support Research. Mr. Cohen's duties involve the organization and direction of a research and information program to provide industrial relations and economic intelligence to all mediators, conciliators, and senior department officers; to provide a research support service to all operating branches; and to assist in program development, assessment and policy formulation. Mr. Cohen was chief of the federal industries division of the branch before taking the new post. Mr. Portigal's duties will include modernization of surveys conducted by the Economics and Research Branch, and

development of new activities in support of changing departmental programs. He will also be responsible for maintaining federal-provincial liaison for the branch, and for advising senior management on statistical matters. Mr. Portigal was chief of the special projects division of the branch before assuming his new post.

■ **Ontario has a new medical plan under the federal Medical Care Act, and the province is embarking on a program of health resources development.** As of October 1, the Ontario Health Services Insurance Plan will cover all physicians' services, certain dental-surgical procedures in hospitals, and eye examinations. Under the development plan, Ontario will spend more than \$65,000,000 annually on health-manpower development, and on measures to improve the availability of health services and the quality of health care. The capital program part of the plan will involve five universities with health science centres, nearly two dozen hospitals and many other related institutions. It will be phased over 10 years, and the capital cost is likely to exceed \$600,000,000. **Another facet of the program is designed to bring about a better distribution of health personnel throughout the province.**

■ **Canadian workers who must leave their home area to find employment will receive additional help as a result of an amendment to the Manpower Mobility regulations announced in July by Allan J. MacEachen, Minister of Manpower and Immigration.** The amendment, which became effective September 1, will provide a living allowance of \$20 a week for unemployed and underemployed workers benefiting from "exploratory grants" in order to find work away from home. This is in addition to the return travel expenses for workers and the living allowances for their dependants already provided under the exploratory grant regulations. **Workers receiving exploratory grants will now be given a \$20-a-week personal living allowance, and travel expenses, and a living allowance up to \$40 a week for their family, according to the number of dependants. These exploratory grants cover a search period of up to four weeks.** "This new amendment," said Mr. MacEachen, "will give an additional incentive to workers who have no hope of getting work locally, to search for jobs in nearby labour markets. It will assist more workers to look for jobs in areas where there are new opportunities and where their abilities can be channelled into more rewarding and productive employment." **Since the current Manpower Mobility Program went into effect in April 1967, almost 27,000 workers and their families have received exploratory or relocation grants to search for, or move to, jobs elsewhere.** Relocation grants are given unemployed or underemployed workers moving with their families to permanent jobs in expanding labour markets. **Substantial increases in relocation payments were announced in May.**



## 50 Years Ago

Boilermakers and ironworkers at Port Arthur called for shorter hours, while U.S. steel engineers in Spokane resisted both shorter hours and higher wages. A police union won autonomy. Canada's first safety week was staged. And the idea of chain stores was rejected. These items appeared in the October 1919 edition of *The Labour Gazette*.

■ After hearing the evidence of a general manager and 11 workmen, a conciliation board issued its report on a dispute over hours of work between the Port Arthur Shipbuilding Company Limited and its boilermakers, iron shipbuilders and helpers. Until June 1918, the employees of the company worked 10 hours a day for six days a week, with the exception of three months during the summer, when work was suspended on Saturday afternoons. Under a written agreement that had become effective on June 3, 1918, the hours of labour were nine hours a day for the first five days of the week and five hours on Saturday, making 50 hours for the week. This had continued until August 1, 1919, and provided for the Saturday afternoon holiday throughout the year.

It was a matter of general knowledge, the board said, that the usual working hours in industrial plants "until about a couple of years or so ago" were 10 hours a day. A number of witnesses who appeared before the board on behalf of the employees, said that, in their opinion, 48 hours a week was more than they could stand, and that they considered the work in the shipyard so fatiguing and exhausting that men should not be called upon to work more than 44 hours a week.

The board said it was aware that the Peace Conference in Paris had proposed the 8-hour day or 48-hour week, and that the Royal Commission on Industrial Relations in Canada had recommended a maximum working day of 8 hours and a weekly rest of not less than 24 hours, but that neither had recommended the 44-hour week. The board was aware also that the 44-hour week had just been put into effect in a few plants in Canada, and it had been urged to recommend its acceptance on the grounds that the men could not stand working more than 44 hours a week. **Stated the board:** "No evidence was offered to establish that any workman at the Port Arthur shipyard, or elsewhere in Canada, ever had his health broken by working 48, 50, 55 or 60 hours a week."

The board thought that it would not be practical to have the boilermakers and ironworkers on a 44-hour week and all the other trades in the plant work 48 hours, as it would reduce production and increase the high cost of living. It recommended that the company's offer, of a 48-hour week with 50 hours pay, with the privilege of working two additional hours a week at the corresponding hourly rates, should be accepted, and that boilermakers and all ironworkers should be paid at that rate as of August 1, 1919.

■ **“As the relation between increases in wages and the rise in prices of commodities is more clearly seen,”** reported *The Labour Gazette* in its October 1919 edition, **“there appears to be a movement in some labour circles in the United States against further efforts to obtain shorter working hours and higher wages.”** The International Union of Steel and Operating Engineers of Spokane, Wash., had expressed the view that striking to raise wages was just giving an excuse for price increases, and it decided that, for a period of 90 days, it would not support any action to raise wages except in the case of those earning less than \$5 a day.

Similar views were expressed by a select committee of the Midvale Steel and Ordnance Company in a resolution stating: “Whereas we believe any workman who demands a greater proportionate return for his labour than his fellow workmen in other lines is as guilty of profiteering as a grocer who charges exorbitant prices for the necessities of life, and that increases in wages paid to certain classes of workers by the government or others will result in higher prices being set by profiteers for the necessities of life to all purchasers alike, it is therefore resolved that the persistent and unceasing demand of workmen employed in all classes and kinds of industries for a shorter day’s work and an increased wage in order to meet the present high cost of living is uneconomical and unwise and should not be encouraged.”

■ **Police associations were striving for autonomy back in 1919.** Following the findings of a Royal Commission on Police Matters in Ontario, the Toronto Policemen’s Union decided to relinquish the Dominion Trades and Labour Congress charter. The union was in future to be an entirely autonomous body, in accord with views expressed by the Board of Police Commissioners and the Royal Commission.

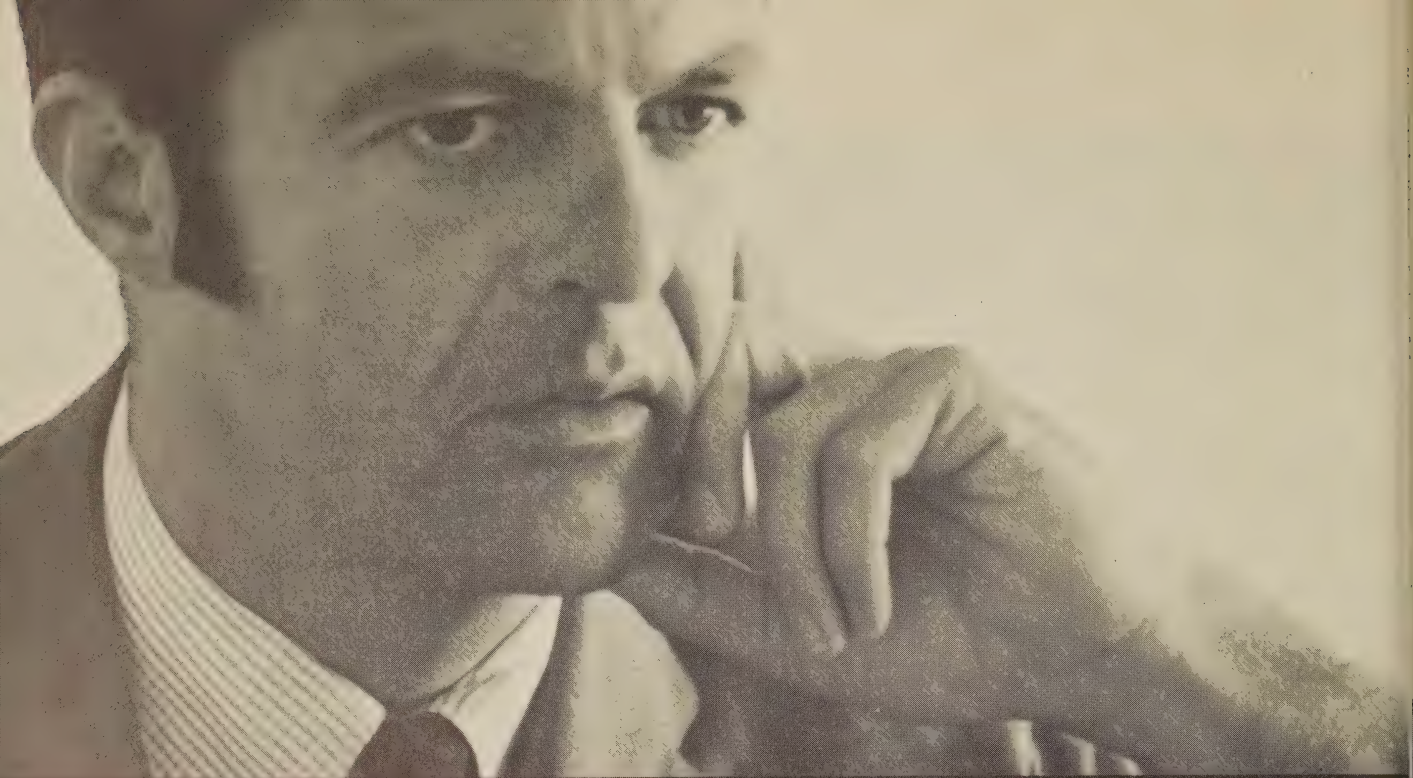
■ **Canada’s first safety week, a brainchild of the Border Cities Safety Council, was held in the border cities of Windsor, Walkerville, Sandwich and Ford.** To promote the idea, 21 speakers gave four-minute talks each night at the various theatres, and spoke also to 32 industrial plants at the noon hour. More than 50,000 pamphlets and handbills were distributed, and safety cards and posters were placed in every store window, streetcar and automobile. A demon-

stration of first aid was given by the St. John’s Ambulance brigade, and films were shown concerning accidents and their prevention. At the weekend, the program’s originators were proud of the fact that there had not been a single accident resulting in death or injury.

■ **But another idea, today’s popular and prevalent chain store, was weighed in the balance and found wanting.** At a conference of representatives from Ontario Co-operative Societies, held in Toronto on August 27, a resolution was passed opposing the chain store method on the grounds that it was not truly co-operative, depended on centralized direction, and was liable to be controlled by one man or a small group of men. Local members, the resolution said, would be too scattered to have an effective voice in management, and would be deprived of all sense of personal responsibility for their success. They claimed also that losses in some stores might neutralize the profits of others and jeopardize the whole co-operative movement.







# The Challenge Of the Woods Report

By David Kuechle

David Kuechle is an Associate Professor of Industrial Relations at the University of Western Ontario, School of Business Administration. Before this, he was Assistant Director of the International Division, Harvard Graduate School of Business Administration, and was at one time Labour Relations Supervisor, Automotive and Aeronautics Division, A. O. Smith Corp., Milwaukee, Wis. The accompanying article was derived from an address delivered by Prof. Kuechle at the annual Business Conference at the University of Western Ontario on May 30. The views expressed are not necessarily those of the Department of Labour. Reproduction rights are retained by the author.

Two years of time and the combined efforts of hundreds of persons throughout the world went into the preparation of "The Report of the Task Force on Labour Relations," the 250-page document that was delivered to Prime Minister Pierre Elliot Trudeau in December 1968 (L. G., May, p. 269). Included in the work input were 88 commissioned research studies, 120 written briefs—some solicited, some not—visits by members of the four-man task force to nine foreign countries, and countless hours of consultation, analysis and formulation of recommendations for ultimate publication.

The Report is a careful, realistic analysis of the current labour relations scene. Its recommendations are comprehensive but not radical, detailed but not cumbersome. It is significant for the recommendations it makes and no less significant for the recommendations it does not make. It is not urgent in its tone, but it comes to us at a time when developments in labour relations require urgent attention.



For those who hoped that the Report would provide a ready-made panacea for labour-management peace, there will be disappointment, for it offers no panacea. Rather, it offers an imposing challenge to business leaders, labour leaders, and all others connected with the labour relations scene. The purpose of this article is to consider the important features of the Report in the light of present-day trends in labour relations, and then to draw some conclusions regarding its usefulness in dealing with those trends.

## Principal Trends

Four principal trends promise to influence Canadian labour-management relations in the next decade.

### 1.—Demands and settlements leading toward economic parity with the United States and toward some form of guaranteed annual income.

Principal contract negotiations in recent years have pointed to the inevitability of economic parity and year-round income stability for workers. The word "parity" has been interpreted in several ways, and discussions will continue over its meaning for years to come. Nevertheless, it will be part of the demand package for most unions until Canada-U.S. parity in dollar purchasing power has been essentially achieved.

**Canadian automobile producers are committed to the eventual achievement of parity and guaranteed annual income, and history indicates that auto settlements have a pattern-setting impact on settlements in other industries.** Companies will experience increasing difficulty in trying to persuade others that inferior productivity prevents economic settlements comparable to those in the United States, because more and more of Canada's principal firms have demonstrated a productivity superior to that of their U.S. counterparts.

Some companies will be able to slow these trends. Some industries and some areas may not feel their impact for many years. But Canada and the U.S. are moving toward economic unity; and as unity approaches, wage parity and stable yearly incomes will be upon us.

### 2.—Greater interest and influence of third parties in labour relations matters.

The 1966 railway strike was one of 21 strikes in the last 19 years that resulted in special federal or provincial legislation. In all 21 cases, the legislation was explained, in part, as an assertion of the public interest. Third-party interest in labour relations matters often extends beyond the boundaries of the nation. During the Air Canada strike of last spring, importers on the island of Jamaica were lamenting the absence of codfish, regularly shipped from the Maritime Provinces. Codfish in Jamaica, when cooked with a fruit called "ackee," constitutes a favorite mealtime staple. As the codfish became scarce, Jamaican importers exerted considerable pressure on the Canadian Government to end the strike.

Closer to home, many of us knew the inconvenience, both perceived and real, caused by the post office employees' strike of 1968, the St. Lawrence Seaway stoppages of 1962 and 1968 and the Montreal Transit strike of 1967. Aside from stoppages, third parties have shown increased concern with terms of settlement. Many times, settlements in one company touch off new rounds of increases in other companies in the same industry, then in other industries, thereby contributing to inflationary pressures. **As our society becomes more interdependent, and as the communications media provide heightened awareness, individual companies and unions are increasingly being forced to consider the impact of their settlements or failure to settle on interested third parties.**

### 3.—Changing role of unions.

There are four aspects to this trend. The first is that strikes are becoming less effective. One reason for this is automation. Some industries are now able to operate at or near peak efficiency with or without the normal





labour force. For example, when the Shell Oil refinery at Houston, Texas, was struck for 353 days in 1963, supervisory, technical and white-collar employees performed the functions normally performed by union employees. Average production during the strike was 140,000 barrels of oil per day; prior to the strike, it was 130,000 barrels.

Again, for four months in 1968, the New England Telephone Company experienced a strike without any serious disruption in service. Only those persons who wanted new installations were inconvenienced. **As automation increases, therefore, the ability of workmen to effectively shut down a company by refusal to work diminishes.** Strikes, if they occur, will likely be of short duration and will take on a public relations aura as the unions try to call attention to their disputes through newspaper ads, TV speeches and the like.

**The emergence of conglomerates provides a second reason for the decreasing effectiveness of strikes. As companies increase in size, a strike against any part of their total organization does not hurt much.** Sometimes only 20 per cent or less of the total profits are affected, thus allowing the organization to withstand economic pressure for a long time.

**The second aspect of the changing role of unions is that the overthrow of agreed-upon settlements is increasing.** Last May 27, the mechanics of United Airlines rejected a tentative contract settlement, termed by union leaders a "model contract . . . the most comprehensive updating of any contract since the start of the jet age." The agreement would have provided for a 30-per-cent increase in wages over three years. In addition, it called for 95 pages of rule changes. Yet the members said, "no thanks," and sent their representatives back to the bargaining table.

Such rejections reflect a certain restlessness among the rank and file, and some form of apartheid between union leaders and their members—perhaps another example of the generation gap.

**The third aspect of the changing role of unions is that the union has a reduced role to play in gaining benefits for members.** Managements, in general, have become more alert to the needs and aspirations of employees, and to the apparent failure by some union leaders to adequately represent their members. Consequently some managements have developed a policy of direct contact. Settlement packages are preformulated to win approval. Once formulated, managements seek to sell the package—in the tradition of Lemuel Boulware, former Industrial Relations Director of the General Electric



Company. In 1969, at least one important company employed the services of a well-known advertising firm to help "sell" its contract proposals—and the industrial relations director of that company referred to collective bargaining as a "marketing function!"

**Unions have resented and fought such practices. Some have adopted a selling process of their own.** One large union, the International Union of Electrical, Radio and Machine Workers (IUE), was successful in obtaining a court ruling that such tactics constituted unfair labour practices. Nevertheless, the practices have continued and seem to be growing.

**A fourth aspect of the changing role of unions is that they are engaging in activities outside the collective bargaining relationship.** Several avant-garde union leaders who have recognized this fact have led their organization into new activities. The 1.4-million-member United Auto Workers (UAW) is an example. Last May the

UAW, along with the International Brotherhood of Teamsters, formed a new organization called the Alliance for Labor Action (ALA). The ALA will pay particular attention to race relations, the war on poverty, and the organization of underprivileged workers. The ALA will also devote its efforts to helping workers in developing countries achieve a more respectable life.

**Leaders of the ALA will not abandon their traditional bargaining table functions, but they have demonstrated their awareness of the fact that the world is changing and that the old ways will not do.** There is a new and better educated breed of workers who have scant appreciation of the Pullman strike, the Lethbridge Coal strikes and the Battle of the Overpass. It is a breed that calls for new forms of action in fields outside the traditional bargaining and contract administration areas.

#### **4.—Government's increasing role as an employer.**

The Governments of Canada and the United States are rapidly emerging as principal employers. A dramatic reflection of this fact is the growth of the Canadian



Union of Public Employees (CUPE) in recent years. CUPE claimed 96,000 members in 1966; now they have 116,000—the third largest membership in the country. Over the past two years, CUPE had the greatest growth rate of any major union in Canada.

**As governments compete with private industry for manpower, they will be required to match or exceed the economic benefits provided by private industry; and,**

as the bargaining power of CUPE increases, it will demand improved benefits. Eventually the government—long an abstainer from guideline formulation and pattern-setting—will likely become a pattern-setter, and those charged with the negotiation of labour agreements will be subservient to budgetary allocations dictated by parliamentary action.

Having considered some of the principal trends in labour relations, let's look at the Task Force Report and ask how it deals with these trends and how it answers those who advocate legislation to control the trends.

**The most significant recommendation of the Report is stated in three words, words that for the first time in history describe a labour relations policy for Canada. The three words are "free collective bargaining."** In the context of the recommendations, it is important to know what these words mean and what they *do not* mean.

**They do mean: freedom to agree and disagree; freedom to bargain about any subject within the law; freedom to strike or lock out or not to do so both at contract deadline time and within contract terms, if the parties so decide; and freedom to use or not to use outsiders in the settlement of disputes.**

**They do not mean that companies or unions are free to do what they please without interference from each other. With these points in mind, let's look at some of the most significant recommendations.**

**Arbitration.** The task force has recommended that present-day legal requirements calling for final and binding arbitration of all disputes arising from contract terms be abandoned. Arbitration provisions written into future contracts would be voluntary.

**No-strike clauses.** There is a recommendation that no-strike no-lockout clauses, now required by law in





before a legal strike or lockout can begin. The right to strike or lock out could no longer be delayed by virtue of conciliation beyond the termination date of the contract unless both parties agreed.

**Guidelines.** The Report specifically states that the Government should not set wage-price guidelines, but it does recommend establishment of a government agency that would accumulate and disseminate statistics from which parties might set their own guidelines.

**Public emergency disputes.** The Report avoids establishment of any preannounced procedure regarding emergency disputes, and it consciously avoids listing industries in which work stoppages cannot be tolerated.

Contrasting these recommendations with contemporary labour relations trends, we might conclude that the Task Force Report is an irrelevant, useless document. On second look, however, we can effectively argue that the Report puts forth a practical framework for dealing with current and developing problems. By looking at the trends cited earlier, we can add strength to this argument.

## Wage Parity and Guaranteed Income

There are at least two ways to deal with wage parity and guaranteed income. The first method calls for protectionism and economic separation. This is contrary to the desires of most progressive-minded Canadians. The second method calls for modernization and innovation, so that sales cycles can be levelled and labour costs either reduced or kept constant. It calls for the development of new products and for changes in old products to make them better and cheaper. It calls for expansion of markets beyond the Canadian border, so that economies of large scale can become operative. It calls for aggressive promotion to capture new markets and dogged determination to keep them. It calls for eventual elimination of the productivity differential between the United States and Canada.

None of these proposals can be secured by legislation. Rather, they require an attitude of excellence, best attained through managements, unions and interested third parties working together. The task force recommendations do nothing to stand in the way of eventual parity, if it can be attained through free collective bargaining.

many jurisdictions, be voluntary. Furthermore, the task force would permit parties to provide the right to strike over the impact of automation during a contract term.

**Conciliation.** The Report recommends that the services of a conciliation officer be imposed on the parties



## Third-Party Interest and Influence

The task force called for assertion of third-party interests in labour matters in two principal instances: 1. if requested by the parties; and 2. in certain undefined impasse situations where the public interest is involved. Present laws in most provinces of Canada call for the intervention of arbitrators, mediators and conciliators under certain pre-stated conditions. Under the policy of free collective bargaining, the parties themselves will normally decide whether they want to use the services of an outsider. The Report asserts that **recommendations for settlement made by an outsider are most likely to be accepted if that outsider is invited to enter the scene.**

The task force recognized that there are certain industries in which stoppages cannot be tolerated. If stoppages were threatened in such industries, unsolicited intervention would be imposed. **The Report, however, did not specify either the industries in which**



this might happen or the nature of the intervention. In this way, the Report acknowledged that an industry termed essential to public welfare today might not be so considered five years from today. The Report acknowledged also that a form of intervention appropriate for one instance at a given time might not be appropriate at another time. Thus, parties to potentially crucial dispute situations will have difficulty calculating their bargaining strategies based on advance knowledge of outside intervention steps. Consequently, all parties in all industries are free, ostensibly, to agree or disagree. But they will know that agreements or disagreements without regard for their effect on third parties could result in some form of intervention.

## Changing Role of Unions

Although the task force did not specifically cite the factor of the changing role of unions, it repeatedly acknowledged it by implication. **The Report encouraged companies and unions to devise new methods of bargaining and dispute settling.** There were references to continuous, non-crisis bargaining, to job enlargement and job enrichment programs, and to joint solution of complex problems involving modernization.

Two specific recommendations serve to enhance the status of unions: One would give them legal status—freedom to sue and be sued; the other would encourage the involvement of unions in decisions concerning automation by virtue of the unions' right to strike over the impact of automation within a contract term. Regarding the latter recommendation, **managements would retain the unilateral right to modernize; but the likelihood of avoiding a work stoppage as a result of modernization would be enhanced if management worked out the methods of modernization together with union representatives.**

## Government's Role as Employer

The task force made no reference to the probable pattern-setting function of government as an employer in the years to come. In its recommendations, it advocated continuance of the Public Service Staff Relations Act. This effectively places government employees under a separate body of legislation and makes the government, as the employer, responsible to the judgment of the voting public. When the time approaches for the government to assume a pattern-setting role, the concept of free collective bargaining will be dependent on the willingness of voters to give their representatives the freedom to engage in unencumbered collective bargaining—even at the cost of possible inconvenience.



So far, there has been only one strike under the Act. Although it was disruptive and costly, the task force wisely concluded that the strike did not justify a change in the law. Whether this position can be retained over time is questionable, and it may represent the Achilles Heel in the policy of free collective bargaining. Considered in the light of the task force recommendations, the policy of free collective bargaining offers a strong challenge to business managers and labour leaders. We are in an exciting, unique position, for we can face the next decade with the confidence and knowledge that the road ahead is well defined. So far, we've been pushed down the road; we have operated largely in response to conditions and decisions made in the United States. **The absence of a clearly defined labour relations policy in this country has been an important characteristic of our method of operation.**

But now Canadians have defined a policy. Furthermore, Canadians have shown the courage to do some experimenting, as with the new labour law in British Columbia. **The country is small enough so that change can be effected with relative ease, and results can be seen fairly soon; and the country is large enough that actions here will be watched with interest by others too large to move as fast.**

The trends are clear. The documents have been delivered. We need to decide now what to do about them. Toward this end, I would like to propose a three-point program. My first point is that business and labour leaders must deal early with the trend over which they have most control—the matter of impending legislation. **Responsible business managers must act now to form groups to define labour relations objectives and to convert those objectives into acceptable legislative language. But the job doesn't stop there. Union leaders should be encouraged to do the same, so that, within a specified time period, designated representatives of managements and unions can meet to formulate mutually agreeable legislation.**

The Report is an ideal working document to this end. The talents and knowledge of those who wrote it should be utilized further, so that they can help business and labour leaders produce a practical, workable labour law along with effective administrative agencies. **We cannot afford to let politicians formulate this legislation, because politicians, generally, are unaware of the intricacies of labour-management relations.** If we let them do the job, the results could be something that no one could live with.

My second point is that union leaders must understand and adjust to the trends of the time. Managements can help toward this end. This part of the program is

closely related to the first. Although its implementation requires more subtlety, its success or failure could spell the success or failure of the first. **Those unions that continue to bargain in the traditional manner—paying only lip service to the changes that are influencing them—will gradually lose their relevance.** As this happens, the leaders of these unions may come to realize that survival is at stake, and the unions will then be likely to stage painful survival struggles. Such struggles can be expected to last a long time and to interfere with the economic well-being of our country.

**Unions need to answer some serious questions, such as: What substitutes are there for strikes? How will unions deal with the increasing interest and influence of third parties? Will union demands follow patterns set by the Government? How will unions deal with their colleagues who are engaging in new activities outside the collective bargaining spheres?**

Some union leaders have built a relationship with their management counterparts that allows them to face these issues together and, in the process, to redefine both of their roles. Some unions and managements, for example, engage in continuous bargaining—avoiding crises as contract deadlines approach and voluntarily submitting issues in dispute to final and binding arbitration. Some, realizing that economic parity and guaranteed annual incomes are upon us, are jointly devising ways to smooth over cycles and to plan for modernization.

In one instance, a company and union, realizing that the enterprise would die unless modernization took



place promptly, found themselves in a bind. Modernization would cost money, and the company could only raise the necessary funds at exorbitant interest rates. The union, knowing that the project would result in loss of jobs, but knowing as well that survival was at stake, offered to lend the company \$250,000. The offer was accepted!

In a small Midwestern town in the United States, a medium-sized furniture company and its union underwent a six-week strike several years ago. The resulting breakdown in communications and understanding was something neither party wanted to repeat. Fortunately there was enough left to salvage, and the company and union resolved that a strike had no place in the future. They therefore devised a plan called a "strike-work agreement."

In the event of an impasse, the company continues to operate and the workers continue to work. One third of the employees' wages are placed in a separate fund held by a bank, however, and the company matches the amount. If settlement occurs within four weeks, all the money is returned to the parties. If there is a settlement in the fifth or sixth week, 75 per cent is refunded. If settlement is reached in the seventh week, 50 per cent is refunded. If settlement is reached in the eighth week, 25 per cent is refunded. If no settlement is reached in eight weeks, all money in the fund reverts to the community to be used for charity. The union is then free to strike, the company to lockout. **There are hundreds of other examples of co-operative arrangements between unions and companies. Most of them can be pointed to with pride, because the companies are doing well, and the unions have a new-found vigour.**

Some characteristics of these arrangements may cause people to be apprehensive. Most, for example, were the products of crises; the parties were forced by external circumstances to work out a joint problem. In addition, such arrangements often involved sacrifice of tradi-

tional management rights, for companies willingly bared their innermost skeletons. They revealed their financial data, even their executive salaries, and they faced some searching criticism. Old-line managers, jealous of their prerogatives, would shudder at this prospect.

My third and final point is that the Report should be studied carefully. The document is one that deserves all our attention. **It encourages free collective bargaining, and it discourages government intervention. It encourages union-management co-operation, and it discourages unilateral action.** It deals with emergency disputes, but it discourages those who might, in dealing with such disputes, base their bargaining strategy on predated techniques. It encourages automation and innovation, but it forces parties to deal with the problems resulting from automation before the fact and together.

Through education, through study and through jointly devised legislation, **managements and unions can build a labour relations framework for Canada that will allow them to acknowledge, respond to and appropriately control present-day trends.** By 1975, there could be a labour relations model in Canada that others would look to and seek to emulate. Some of the characteristics might be:

**Free collective bargaining—not freedom to do as one pleases, but freedom to work out problems together;**

**Leadership in salaries and fringe benefits, coupled with control over labour costs in general;**

**Public and private employees of comparable skills receiving comparable compensation;**

**Relatively steady employment, with sales cycles virtually eliminated;**

**The right to strike within a contract term over issues involving automation or innovation;**

**Virtually no strikes, because managements and unions will be working out issues in advance of crises, using techniques based on jointly shared knowledge; and**

**Unions and companies actively represented in legislative bodies to ensure that the labor laws which they jointly devised are properly administered.**

**We have the brains and the tools to make this all come true. We need only ask whether we have the desire.**



# CIRRI Looks at the Woods Report

Labour relations and the Woods Report was the subject of the sixth annual meeting of the Canadian Industrial Relations Research Institute in June. Sponsored by the Industrial Relations Department of the University of Montreal, the CIRRI conference strove to select speakers who had participated in or contributed to the Prime Minister's Task Force on Labour Relations (L. G., May, p. 268), or who were informed observers of its comments and recommendations. The task force's Report was tabled in Parliament on March 26.

**The CIRRI meeting provided a forum in which about 40 industrial relations experts from across Canada were able to discuss various aspects and implications of the Report's observations and recommendations.**

The protection of individual members of unions within the principles of democracy in trade unionism was the topic studied by E. E. Palmer, Faculty of Law, University of Western Ontario, London. **Prof. Palmer stressed that he found no substantial evidence that unions have acted arbitrarily toward their members. But, nevertheless, he said, "the present position of unions under modern collective bargaining legislation requires that all possible steps be taken to ensure that the position of members of unions meets standards generally acceptable in today's community."**

The problem for the task force in making recommendations with respect to this topic "lay in the formulation of a system of guidelines or rules that, while protecting the individual, were not detrimental to the effective use of union bargaining power." Penalties for breach of the rules was another difficulty. Two possibilities were the use of "democratic" principles, and the functional approach, on both of which the speaker elaborated. **Is democracy a goal to which unions should address themselves? he asked. Or should the winning of better collective agreements be the overwhelming concern?** Prof. Palmer hinted that the task force adopted the approach that emphasis should be placed on procedural protection rather than on so-called "democratic reforms." The method adopted by the task force appeared to endorse change through legislation rather than by "requests for internal reform" or "changes in the common law."

The task force's recommendation with respect to union security is rooted in the concept that workers should pay an "agency fee" for services rendered by the



union as their bargaining agent, thereby making it compulsory that union dues be deducted from workers' pay cheques after negotiation of the initial agreement. Prof. Palmer's belief however, is that such dues should be paid upon certification of the agent during negotiations for an initial collective agreement, and thereafter as a matter of right to the union. He would, though, prohibit more limited union security clauses.

**"The task force almost entirely neglects the control of a union over the qualifications it can impose for membership," he observed. The flaw in its recommendation is that it does not relate to initial applications for membership, although it calls for a public review board to administer rights of appeal for union members.**

Observations on the collective bargaining process as described in the Report were offered to the CIRRI delegates by Alton W. J. Craig, Chief, Industrial Relations Research Division, Economics and Research Branch, Canada Department of Labour. He defined the process as "the mechanisms through which the parties in a collective bargaining system convert their goals (or inputs) into the terms and conditions of employment (or outputs).

**Where bargaining between labour and management is concerned, he said, the task force had overlooked the day-to-day interpersonal relationships at the shop level, where workers and supervisors adapt formal contract provisions to day-to-day needs.** Dr. Craig believed that the task force had placed "too much emphasis on alienation and subordination of the individual in the workforce." The task force, he noted, favoured "the general principle of freedom for the bargaining structure to find its own form, subject to the exercise of influence by the state where the public interest is high." On an informal basis, he pointed out, this condition already exists in a number of industries under both federal and provincial jurisdictions.

**Dr. Craig queried the meaning and use of the phrase "high public interest" in the task force recommendations.** The Report offers no guidance in this respect—probably due, he suggested, to the inability of the task force to specify appropriate criteria and the form of the negotiating unit. Serious obstacles arise also from the divisions between federal and provincial jurisdictions, such as occur at the conciliation stage. **Dr. Craig warned that bringing more industries under federal jurisdiction by Sec. 92 of the British North America Act would not be easy because the custom has arisen that such a procedure is followed only with the consent of the provinces.**

Collective bargaining results, as described in the task force Report, were discussed at the meeting by Prof. Douglas A. Smith, Centre for Industrial Relations, University of Toronto, who had prepared some of the background material on this subject for the task force. **Prof. Smith commented upon the difficulty of arriving at policy proposals in this area because of the degree of professional disagreement concerning the definition and significance of cost-push inflation, although he thought that the degree of disagreement was overstated in the report.** He did not believe that "any apology is needed for a position that collective bargaining and other institutional forces can have undesirable price level effects." He pointed out that collective bargaining cannot create inflationary wage increases by itself, but that "it must be reinforced by the ability of the corporation with which the union negotiates to pass on the wage increase in the form of a price increase." And the available literature on the causes of inflation fails to explain such basic questions as why wages rise, and it amounts to little more than a collection of truisms.

Prof. Smith found fault with the "sufficiently vague and compromising" language of the Report, which might allow easy misinterpretation. He attributed the reason to the tendency to treat the subject almost as a political rather than an economic issue. The Report states that monetary and fiscal policy alone do not constitute a reasonable solution, and recommended the creation of an incomes and costs research board (now the Prices and Incomes Commission). **Prof. Smith pointed out that wage-price guidelines have fallen into disfavour, especially since their collapse in the United States, but "limited evidence suggests that the guidelines did have some beneficial effect during the years in which they were employed."**

Is there a conflict between good industrial relations and satisfactory wage-price performance? he asked. The Air Canada Strike of last spring (L. G., August, p. 444) was not an emergency, he said, and he commended "the action of the Government in allowing a long strike . . . particularly in comparison with the 'peace at any price' policy of its predecessor." **He thought that peaceful settlements are "not a mark of good industrial relations if the settlement is based on the belief that the size of the wage increase doesn't particularly matter, because it can be covered by a price increase."**



Compulsory conciliation boards have been disappearing from the Canadian scene during the past seven years, said Prof. W. B. Cunningham, Mount Allison University, Sackville, N.B. "Those provinces that have abolished them or sharply reduced the numbers appointed are satisfied that the benefits to collective bargaining have been desirable and that the changes have not increased the incidence or magnitude of strikes. The parties were able to reach agreements without the assistance of conciliation boards and without any adverse results in the experience with work stoppages."

In the paper he presented to the meeting, Prof. Cunningham prepared an analysis of the appointment of conciliation boards in Nova Scotia, New Brunswick and Ontario. He noted that if the recommendation of the task force that conciliation boards be appointed only at the request of both parties were adopted, it would mean another substantial reduction in the number of compulsory boards. The conclusion of his study, however, is that "the impending demise of an old, well-known, and distinctively Canadian procedure" would not be missed by many. The reduction of compulsory conciliation boards in the Ontario construction industry "did not lead to greater strike activity relative to the experience for all Canada." Similarly, the incidence of strike activity in the three provinces covered in his study did not reveal any appreciable increase when the change in the law removing the provisions for compulsory conciliation boards was made.

"Does the wave of labour unrest and strikes during the mid-sixties, and the widespread violence and illegality that accompanied it, represent something new in the Canadian industrial relations scene?" asked Stuart Jamieson, Institute of Industrial Relations, University of British Columbia. Prof. Jamieson found that, in a study for the task force, labour unrest in Canada has occurred in three long "waves" or "cycles," each of which started in a period of comparative quiescence. With relatively minor intervening fluctuations, overt protest and conflict then rose in magnitude over a period of two to three decades, reaching a peak, in scope and intensity, that was widely interpreted as constituting a crisis. This brought forth new government policies, followed by a new period of relative peace, then another mounting wave of conflict, and so on. The third of these waves, he said, covered the period from the late forties to the mid-sixties.

The wave of strikes during 1965-66 could not be viewed, in Prof. Jamieson's opinion, as unique, unusual or unprecedented. "Indeed, relative to the much larger labour force and percentage of workers unionized since World War II, the incidence or impact of strikes was less serious in 1966 than in the previous peak years of 1919 and 1946." A recent survey has shown that Canada, alone among 15 countries studied, experienced an increase since the war in the average duration of strikes, although the incidence of strikes relative to the size of the work force employed and of total union membership had declined markedly since the war, and this appeared to be a long-term trend.

Prof. Jamieson said that Canadians tend to assert an image of a moderate, law-abiding people. "In fact, we appear to have a record of violence and illegality in our industrial relations second only to that for the United States," and a large portion of these offences took place in the decade 1957-66.

At the meeting, the members of the CIRRI elected their new executive for the coming year. Louis-Marie Tremblay, Director, Industrial Relations Centre, University of Montreal, is the new President for a one-year term, succeeding Past President J. Tait Montague, York University. Leo Roback, Industrial Relations Department, University of Montreal, is Secretary-Treasurer, with Mrs. G. L. Aglaganian, University of Montreal, as Executive Secretary.

The members of the board are selected to represent each of four groups that comprise the membership of the CIRRI: academic, business, government and union. The members for the coming year are: Mrs. Aranka Kovacs, Economics Department, University of Windsor; George Lach, Personnel and Labour Relations, Canadian National Railways; Alton W. J. Craig, Chief, Industrial Relations Research Division, Economics and Research Branch, Canada Department of Labour; and J. Frank Chafe, Assistant Director, Department of Government Employees and Legislation, Canadian Labour Congress.

## Ninth World Congress Of the ICFTU



There's an open door waiting if the AFL-CIO wants to return to the International Confederation of Free Trade Unions, but there has been no decision on affiliation of the United Auto Workers with the ICFTU. At the opening of the 9th world congress of the ICFTU, President Bruno Sorti of Italy announced, "By unanimous decision of the board, it has been decided that the question of the affiliation of the UAW would not be discussed at the Congress."

This was the first congress held since the AFL-CIO pulled out (L. G., July, p. 370). And the withdrawal has been preoccupying the executive of the ICFTU. This 9th congress marked the 20th anniversary of the ICFTU. The congress attracted 181 delegates, plus many advisers and observers from affiliated organizations. Of a total of 123 affiliated organizations, 72 were represented at the congress.

Donald MacDonald, President of the CLC, was elected a vice-president of the group at the congress. Mr. MacDonald is the first Canadian to hold this office. William Maloney, Canadian Director of the United Steelworkers of America, along with Mr. MacDonald, is a member of the executive board and was re-elected to that position.

In a resolution on the problems of modern society and human environment, the congress "welcomed the growing awareness throughout the world of the serious threats that an industrial environment taking shape in anarchy is posing for mankind's biological, cultural, and social future." The resolution states that the wastage caused by unco-ordinated industrial activity was absolutely intolerable when the greater part of humanity was still living in poverty. The congress called for a systematic policy for improving the quality of human environment.

A resolution on multi-national corporations called attention to the new challenge that the massive economic and financial strength of these enterprises poses for the trade union movement. The resolution demanded that these corporations negotiate with trade unions and abide by ILO conventions; that they respect priorities of national planning; that company mergers be subjected to approval by public authorities; and that measures be taken soon enough to avoid hardships caused by plant closings.



# Labour Federation Conventions – 1969

Three federations of labour, in Manitoba, New Brunswick and Newfoundland, held their annual conventions during the summer months. The Manitoba federation delegates listened to a report on recent developments in the boycott against California grapes conducted by the United Farm Workers organizing committee, and abetted by union support in many cities in North America. The New Brunswick federation was concerned with high tax rates for union members, and the threat that compulsory arbitration might be introduced into the Canadian collective bargaining system. The Newfoundland group sought collective bargaining privileges for all government workers.

## Manitoba

The guest speaker at the Manitoba Federation of Labour meeting, Jessica Govea, urged the delegates not to buy California grapes. Miss Govea, an organizer for the United Farm Workers, which has been conducting a strike against the California grape growers, has been touring Canada to promote the boycott against the grapes (L. G., December 1968, p. 703). The dispute began in California almost four years ago, when workers in vineyards went on strike over wages and working conditions. The strike has so far met with limited success, but the United Farm Workers are working toward a settlement this summer.

Miss Govea described the working conditions of the grape harvesters, who are mostly of Mexican descent. She said that families received an average wage of \$2,024 during 1967—well below the poverty income in the United States of \$3,000 a year. She said the United Farm Workers organizing committee is attempting to win increased wage rates for the grape pickers, improved

working conditions, and an end to child labour in the grape fields.

The annual convention of the federation took place in Winnipeg in early June and it drew more than 300 delegates to discuss 165 resolutions and several reports and statements. Delegates voted to oppose the Manitoba Hydro project for the flooding of Southern Indian Lake by diversion of the Churchill River. They also voted unanimously to institute a 2-cent, monthly, per capita tax to be paid on a voluntary basis. The money is to go toward political education of the province's unionists. The proposal went into effect immediately.

The federation endorsed a resolution that the provincial Legislature should amend the Landlords and Tenants Act because it is at present weighted in favour of the landlord "and offers little protection to the . . . tenants." The delegates voted to ask the Government to grant individual municipalities authority to establish municipal tenants' appeal boards to hear tenants' grievances and to protect them from unjustifiable eviction. The resolution also called for rent control and for a review of the Act.

H. L. Stevens, prairie region supervisor of the United Steelworkers of America, was elected President of the federation. He replaces A. A. Franklin, who resigned to take up work in the conciliation service of the Canada Department of Labour in Vancouver. Bernard Christophe, Retail Clerks' Union, was re-elected Secretary-Treasurer. Both were elected by acclamation. Others on the new federation executive include Joseph H. Wilford, first Vice-President, and Tom E. Fick and R. J. Henderson, Winnipeg Vice-Presidents. Country Vice-Presidents elected are William T. Hanna, Flin



Flon; Muriel Willson, Brandon; Al Pohl, Pine Falls; William Hendry, Selkirk; and Tom Wensley, Lynn Lake. Executive council members elected "at large" are Gordon Ritchie and John E. Pullen.

## New Brunswick

**There is a well-organized conspiracy in Canada to discredit the labour movement, Paul LePage, President of the New Brunswick Federation of Labour, told 265 delegates to its annual meeting. In his presidential report to the convention, which was held in Fredericton in June, Mr. LePage said the conspiracy is aimed at "the weakening and disruption of the Canadian labour movement, if not its complete destruction."**

He spoke out against a campaign of adverse publicity in provincial newspapers allegedly designed to pressure the New Brunswick Government to reject the vital portion of the new Public Service Labour Relation Act, passed by the Legislature, which will give public servants the right to strike. The Act was drafted after the tabling of the report of the Royal Commission on Labour, which was conducted by Prof. Saul Frankel of Montreal for the provincial Government. Some newspapers, through their columnists, tried to oppose some of the measures recommended in the report, particularly those dealing with resolution of disputes, which the union body believed was part and parcel of the whole report, Mr. LePage said.

**He also criticized other legislation or legislative proposals that, he said, have been designed to restrict the labour movement. He mentioned particularly Bill 33 (L. G., July 1968, p. 392), passed by the British Columbia Legislature, which gives the Government the power to force compulsory arbitration. Mr. LePage pointed out that compulsory arbitration is recommended by the Rand Report (L. G., Dec. 1968, p. 686), and also said that the Prime Minister's Task Force on Labour Relations (L. G., May, p. 269) puts forth recommendations that would be harmful if implemented.**

The federation president went on to discuss recent tax increases at the provincial level, which he termed too great, regressive and discriminatory. **He said that the tax increases are discriminatory because they hit the earnings of low- and middle-income taxpayers, while corporations were exempted from sharing the heavy tax increases.** He said taxes paid by wage and salary earners, including sales and luxury taxes, will rise by 20 per cent. The provincial Government's revenue from corporation income taxes would rise by only 11.3 per cent, and this increase "will be due in part to new operations and particularly to an increase in the profits of corporations. Their tax rate will not be changed."



**New Brunswick Labour Minister H.H. Williamson told delegates that the Government does not believe that industrial harmony can be achieved by introducing "reams of restrictive legislation." His department's philosophy, he said, was "to provide only sufficient legislation to support the efforts of management and labour to accomplish the maximum amount of industrial peace on the basis of negotiation without interference."**





Certain legislation is necessary, he said—particularly that concerning the minimum wage level, human rights, good working conditions, adequate safety measures, compensation and care for the injured, and training and retraining of manpower resources. **The role of government in labour-management relations, he added, is based upon the assumption that it is the responsibility of government to promote the welfare of the individual and the economic well-being of the province.** In order to achieve these aims, government must “strive to create an atmosphere of co-operation between management and labour conducive to industrial peace and prosperity.

“It is not so long ago,” Mr. Williamson said, “that it was conceded the aims of labour and management were so traditionally opposed that there could be no meeting of minds between them. **In this enlightened age, however, it is becoming increasingly evident that the relationship between labour and management has to be**

**based on mutual concern and mutual respect. The greatest contribution towards industrial peace has been through mutually developed plans of industrial relations.** Negotiations between labour and management are not always successful, and there is much evidence of situations in which no common ground can be found, with deadlocks resulting.”

Henry Rhodes, Director of Federations and Councils for the Canadian Labour Congress, defended collective bargaining as the best possible system of labour relations in a free society. **Despite its limitations, “there is no viable substitute to free collective bargaining in a free society.”** The important role of collective bargaining in the Canadian economy has been fully vindicated by the report of the Task Force on Labour Relations, he said.

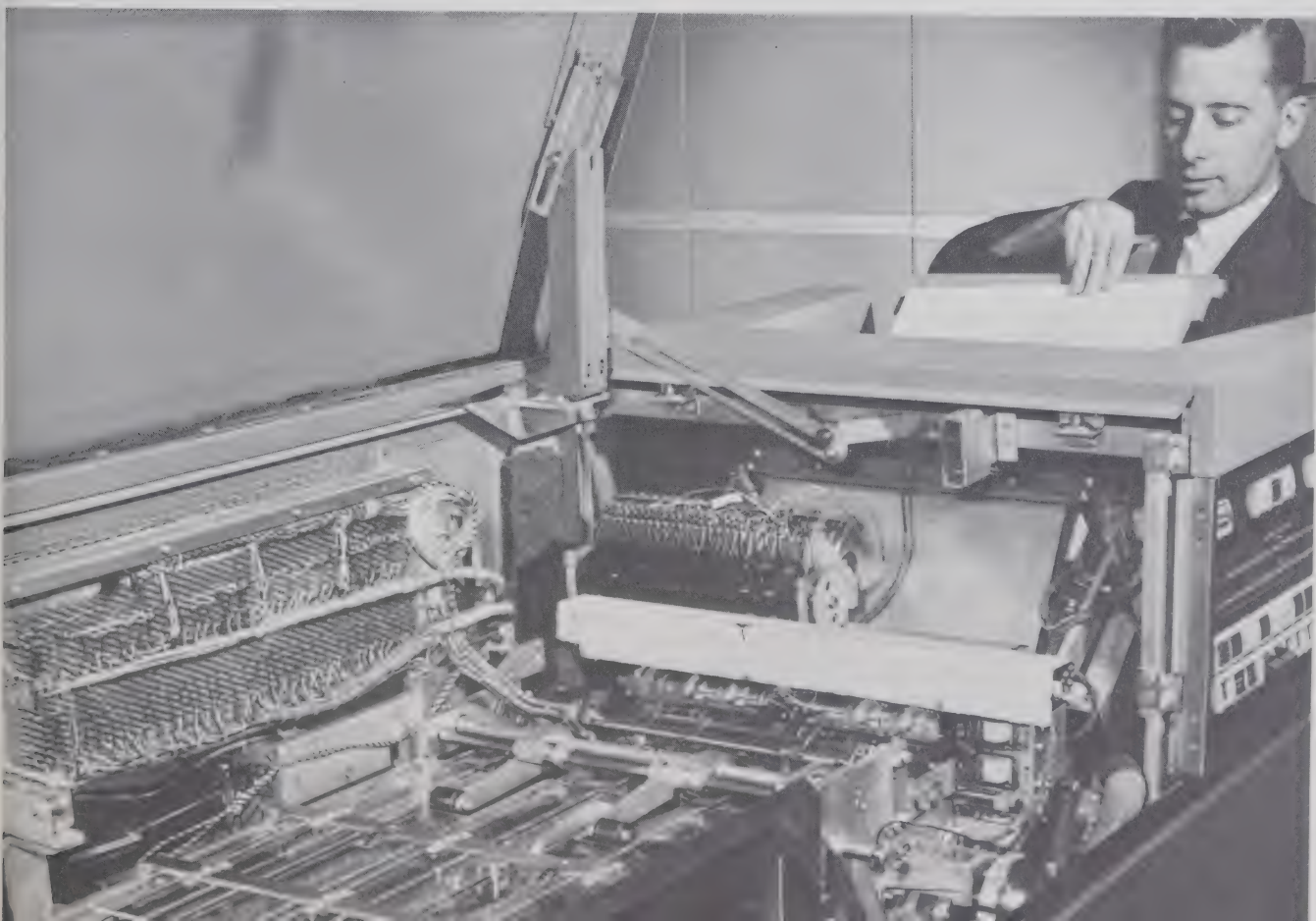


"The task force says what we in a trade union movement have been saying time and time again: **Collective bargaining as it is now practised, works; it is showing results; and such weaknesses as it may have are a small price to pay for the benefits it provides.**" Mr. Rhodes went on to describe the misunderstanding in the public mind about trade unions and collective bargaining. **"The crises in collective bargaining—the one strike that occurs for every 100 peaceful settlements—seem to get all the attention."** Mr. Rhodes described the greatest problems concerning labour today as maintaining free collective bargaining, solving unemployment, ensuring adequate housing, effectively tackling poverty, and promoting human rights.

During the convention, the federation, which represents 26,000 trade unionists in the province, and the Atlantic Co-operative Council, which represents most phases of co-operative and credit union activity in the Atlantic Provinces, submitted a joint brief to the provincial Government requesting the introduction of legislation to allow construction of co-operative housing units. **The submission said that an estimated 4,500 families, earning between \$4,700 and \$7,500 annually, require housing immediately and could benefit from a co-operative, self-help, home-building plan.**

Three co-operative housing groups have been formed in cities in the province with the intention of building this year. With no provincial plan or procedure available to them, they must work through the Central Mortgage and Housing Corporation's co-op scheme or find private sources of mortgage funds. The two sponsoring bodies asked the Government to introduce legislation that would allow housing co-operatives to borrow through the CMHC under Sec. 35a of the National Housing Act. The brief said that a Nova Scotia scheme, in operation since 1938, has constructed 3,000 units, which represents only a small fraction of the plan's potential. It pointed out that the co-operative home building plan in Nova Scotia is not subsidized by any level of government, nor need it be in New Brunswick. **Although some schemes receive preferential interest rates, "it can be shown that co-operative self-help housing considerably reduces costs to government of providing homes for low-income families."**

Paul LePage of Bathurst was re-elected for his third term as President of the New Brunswick Federation of Labour. Gregory Murphy of Moncton is the new Secretary-Treasurer. Regional Vice-Presidents for the coming year are: Phillip Booker, Fredericton; Fred Hodges, Saint John; J. Eric Petrie, Bathurst; Roland Blanchette, Edmundston; Chester McNair, Charlo; Timothy McCarthy, Newcastle; and Frederick G. Warren, Moncton.





## Newfoundland

The 33rd annual convention of the Newfoundland and Labrador Federation of Labour adopted several resolutions, including one that supports moves to obtain full collective bargaining rights for government employees. The delegates, representing 15,000 workers in 89 union locals within the federation, approved a resolution that the executive of the labour body petition the provincial Government to grant to Newfoundland government employees full collective bargaining and the right to strike. Larry Dobbin, Canadian Union of Public Employees, noted that such legislation has been approved by the Government of New Brunswick, and that this was once considered "a revolutionary idea." But not anymore, he said.

The delegates called also for the Government to "grant immediately a 20-per-cent increase in wages to all hospital workers in Newfoundland, pending the repeal of the hospital legislation, and to grant all hospital workers the right to free collective bargaining."

Government economic guidelines should be extended to corporation profits and dividends, Joe Morris, Executive Vice-President of the CLC, told the NLFL convention. "If economic restraints are going to be introduced, then they must be introduced for all sections of society. We see absolutely no reason why wages should be singled out—why a straitjacket should be put on the returns the worker gets, while other economic factors are allowed to run free."

Mr. Morris called on government across Canada to look for ways to strengthen the collective bargaining process "instead of looking for easy answers through legislation, and instead of trying to turn trade union members into political law-breakers."

Mr. Morris called on labour unions to meet contemporary challenges. Circumstances in which Newfoundland has the lowest per capita income of any province in Canada, coupled with the recommendation of the Economic Council of Canada that the growth of productivity in lagging

regions, dictate "the need for a strong and continuing voice on behalf of the people of the province," he said. He asserted that the NLFL, together with the CLC and district labour councils, must provide such a voice.

In other business, the NLFL convention adopted several policy resolutions and recommended that: a provincial department of consumer affairs be set up "to fully investigate the reason for the high cost of living;" litter and industrial pollution should be checked by more stringent legislation; a marketing board should be established in Corner Brook for west coast farmers; a board of silicotic doctors should be set up with the co-operation of the Workmen's Compensation Board to scrutinize the health conditions of underground workers; and the provincial Government should compensate citizens for wages forfeited due to up time spent serving on the grand jury, although some unions already have agreements that the company undertake such compensation.

Walter W. Critchley, International Association of Machinists and Aerospace Workers, is the new President of the federation for the coming year. Mr. Critchley, who was central vice-president of the federation for the past two years, replaces David Janes, International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Linton Sheppard, International Brotherhood of Pulp Sulphite and Paper Mill Workers, was re-elected Western Vice-President for the third successive term. James Walsh, International Brotherhood of Electrical Workers, was elected Eastern Vice-President. Martin Saunders, International Association of Heat and Frost Insulators and Asbestos Workers, was elected Central Vice-President. Northern Vice-President is Tom Riggs, United Steelworkers of America. John MacKenzie, International Brotherhood of Electrical Workers, was re-elected for a second term as Secretary-Treasurer.

# The Future of Social Security

The integration of services and programs, testing courses of action by computer, and the guaranteed annual income are some of the revolutionary changes that administrators of social security programs can look forward to, R. L. Beatty, Director General of the UIC, told delegates to



the 56th annual convention of the International Association of Personnel in Employment Security, in Columbus, Ohio.

Social security, Mr. Beatty said, is a term denoting programs established by law "to provide for the economic and social welfare of the individual and his family." One result of an effective and comprehensive program, he said, "should be a reduction in the poverty problem."

To accomplish this objective, there should be an adjustment in the organizational machinery that administers social security programs. "I foresee in the future a much closer integration of all agencies associated with social welfare."

There is no doubt that the interrelationship between employment services and unemployment insurance services must be strengthened, commented the speaker. "It means that, on the insurance side, we have to get to know our claimants better, so that we will be able to make more constructive suggestions as to what is the long-term solution to the problem."

Mr. Beatty predicted that there will be a need for increased levels of benefit in the future. "The level of benefit, of course, always has to be balanced against the incentive to work, and results in the amount of benefit being less than the wages lost." If there is any change in the benefit structure, the question will arise as to whether or not the payment structure should recognize dependants. "I would predict that the practice of paying higher benefits to persons with dependants will be extended in the future," he said.

Another problem faced by administrators, Mr. Beatty continued, is the abuse of unemployment insurance. "But these improper payments do not constitute more than two or three per cent of all benefit payments. If we can assume this is the extent of the problem, it shows that, generally speaking, the matter assumes much greater importance in the minds of the public than it warrants." This, Mr. Beatty said, should be overcome by a public relations campaign and a further effort to eliminate abuses.



**Mr. Beatty foresees computers playing an important role in the administration of programs.** "There are a variety of ways that they are coming into use, such as simulation for testing alternate courses of action, scheduling of operations, and assisting in more complex mental processes."

Turning again to social security as a whole, he said that there are gaps in the benefits provided in most countries. "One of the most significant of these is the general lack of sickness and maternity insurance plans." Any new programs could be closely integrated with unemployment insurance, and the rates of benefits and conditions for eligibility should be "standardized with those of unemployment insurance, so that there is no advantage in changing from one program to the other."

**Mr. Beatty then went on to discuss four possible plans for guaranteeing a minimum annual income. The first of these is to provide guaranteed employment.** "What such a proposal does not apparently recognize, however, is the makeup of the category of persons called the poor. In normal times, a large percentage of the poorest in the country are those who, for reasons of age or physical and mental disability, cannot take advantage of labour opportunity."

**A second plan Mr. Beatty discussed is the negative income tax.** "In its simplest form, the concept involves government cash payments to families and individuals whose income falls below a defined level." The concept, he said, involves three basic variables: the guaranteed minimum level to be established; the tax rate to be applied against the earned income, other than the guaranteed allowance; and a break-even level of earned income where the tax liability equals the guaranteed allowance, and the allowance ceases to have any advantage for the recipient.

"In theory, the negative income tax concept has considerable merit, but it has a difficulty of cost associated with it. This cost would, of course, vary with the level of the annual income and the rate of taxes on earned income; but regardless of the specific conditions of any plan, the amount of money runs into many billions of dollars in a country such as the United States."

**The third method could be a universal flat-rate allowance.** This would theoretically provide a grant for the entire population. "Obviously such a plan has so far not been economically feasible." But some proponents of the idea suggest that grants go only to certain groups, such as the very young or the aged, the handicapped, the single heads of families, and others whose earning

power as a group is lower than that of the population as a whole.

**The fourth approach is via the public welfare system.** "The advocates of this concept see an improved and expanded public welfare program based on the idea that the poverty question should be looked at as a social problem rather than simply as an economic and physical problem."

Mr. Beatty said that he could not guess which system would be used, but he thinks there is little doubt that the future will bring some kind of guaranteed income for all.

## Canadian Nominated to IAPES

A Canadian has been elected first vice-president of the International Association of Personnel in Employment Security. He is Gerry Lemay, chief of Manpower Planning and Development for the Unemployment Insurance Commission. Mr. Lemay has been an active member of IAPES for 22 years, and he has served in most positions of the Ontario chapter, including the presidency. For the past six years, he has served as liaison officer of the UIC to IAPES.



# The Thorsrud Experiment And Industrial Democracy

Industrial democracy, which has not commanded the respect in Canada that is shown toward it in Europe, has contributed to increased productivity since its adoption by a number of industries in Norway. An innovation called the "Thorsrud experiment" has been the subject of studies designed to assess the effect of industrial democracy on industrial production. The concept refers, in general, to the workers' sharing of responsibility in industry, as distinct from economic democracy, which refers to the workers' sharing of the fruits of industry.

A former minister of social affairs in Norway, Olav Bruvik, initiated interest in the plan by suggesting that the prime objective of the Norwegian Institute of Social Research should be to examine the existing industrial organization and the practicability of worker participation in industry. As a consequence, a group of researchers, under the leadership of Einar Thorsrud, was formed in 1960 with financial backing from the NAF (employers' federation) and the LO (confederation of trade unions). The Government decided to participate financially in the venture after the first year. A number of firms volunteered to be guinea pigs, and four of these were selected for research and experimentation.

The hypothesis motivating the research group states that a worker is capable of increased production and that his job satisfaction can be increased if he is allowed to participate in areas of responsibility larger than those he encounters in a narrowly prescribed job. The research group verified the beliefs that most workers find their jobs monotonous, and that they insist on not taking responsibility for anything that happens on either their own jobs or those of their fellow workers.

The researchers posited that, if this rigidity of work and attitudes were changed, and if workers were allowed to participate in industry on a wider scale, then the work

force would be happier and more productive. Subsequently they made a careful selection of groups of workers, trained each individual in all the jobs within the group, and conducted seminars to explain the meaning of the new approach. The technique was straightforward: **Instead of being held responsible for a prescribed job, each worker was invited to participate in and hold joint responsibility for the total operation, functioning at maximum output.** This meant he would ensure that the group as a whole would work more efficiently, not because each individual worked harder, but because he was able to exercise his abilities more widely. It was expected also that he would find this sharing of responsibility more challenging than work in isolation.

The research group encountered many problems, not only with workers who were apprehensive about pay, but also with foremen who had to be retrained or re-educated. When the workers assumed responsibilities for a group of activities, the foremen had to co-ordinate the work of the groups. Top management, although willing to co-operate, had to change its attitudes toward worker responsibility.

Because of the many unknowns in the experiment, the research group made mistakes, but there was ample evidence to demonstrate the benefits of the new approach. The workers in the four firms selected for the experiment developed a new attitude toward their work; they were highly motivated, interested in what they were doing. The productivity of all four companies rose by from 5 to 20 per cent—a result attributed solely to the experiment.



## Problems, Pitfalls and Potential

Stan Little, President of the Canadian Union of Public Employees (CLC), gives his views on industrial relations in general, and collective bargaining in particular. CUPE's membership is 116,000, with 626 locals across Canada. The following are excerpts from an interview with Mr. Little, and are reprinted from the July-August issue of *Teamwork in Industry*, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.



You can't walk in on an employer any more and thump the table and say you want 25 cents, or \$1.00 an hour, or else you are walking out. When you bargain today, you've got to have well-documented, well-supported programs. This takes money and expertise that you don't find in little isolated groups. **We are facing, particularly in public employment, a more sophisticated management than ever before. We don't meet the city council any more, we meet one of these industrial relations firms—a \$20,000-a-year man across the table who has**

**at his disposal all kinds of facilities. He puts forward what sounds, on the surface, like a rational position. We must have the resources to analyze that position.**

For instance, we have signed an agreement with the Public Service Alliance of Canada to somewhat integrate our departmental structure. In other words, if they are going to make a study of wages or pensions, we're going to do something else and exchange information, rather than both of us doing it.

**One of the most serious hazards we must deal with in the labour movement is communication. How do you get the membership to read the material sent them by their union? How do you get them to keep close contact? The only time the membership are really interested is when contract negotiations are coming up. They attend a meeting, in September for example, and hear the program the union will support, after preparation by the research department: "We're going to ask for X amount, based on our research." That's when the wheels start turning, and they've all got it spent before they leave the hall.**

Then six months go by, and the member who was in the hall hears almost nothing about the progress of the bargaining. But the negotiating committee members have been working their heads off. First they were negotiating; then applying for conciliation; then going before a board; then waiting for the board's report before the final saw-off. It's a compromise—drop this one, drop part of that one, and so on, until you come up with a solution. **By then it's March, and when you take the revised proposal back to the membership, they don't understand why it isn't exactly the same as it was last September. "What happened?" they ask. "Did you people sell us out? Where did you go wrong?"**

Now, this is where the big union must do a good job of explaining their programs to the membership. If the membership is kept in the dark, they can turn down the best program in the world.

**I think one of the most difficult roles a union leader has to face today is to be honest enough to tell his people what the real situation is. It is much easier to make fiery speeches and to condemn the management and be cheered and applauded at a meeting than it is to stand there and tell them the hard cold facts of the situation—facts that he must face when he goes to the bargaining table. We know, and you know, that there have been occasions when union leaders have hidden—as employers do—behind the conciliation services of governments, or somebody, in the hope that they will get their chestnuts pulled out of the fire for them.**



One other thing—and I will probably get shot for saying this—is that the economy of the country hinges to some extent on productivity. **We can't ignore productivity. So we must, as unions, be conscious of the need for increased productivity if we are going to increase our standard of living, wages, and so on.**

This does not mean that I am an advocate of controlled incomes or profits. But you can't totally unrelate . . . and I think some unions today are trying to outbid one another with little or no rationale. In other words, "\$1.50 an hour is the increase we want. We're going to be ahead for a while."

Now this is a fine, appealing statement to make at a union meeting: "We've run tail-end Charlie for long enough, we're going to run for broke." **If you multiply that, or compound it across the industry, you create situations that may result in the whole economy falling apart. You cut back on the whole Gross National Product.** On the other hand, what we've found in our research programs is that where the union has asked for and even obtained a legitimate increase, be it substantial or not, management has seized the opportunity to maybe double their position. This creates inflationary pressure. I am not an advocate of price ranges and price control, but I do think that there is a great need for small study groups of responsible people from both labour and management to sit down and look at some of these things.

Today the labour movement is broadening its field of operation. We are no longer concerned solely with the bread-and-butter issues. **We're talking about health schemes, medicare, and pension plans. These things are cluttering up bargaining far too much for me. I think they can be better dealt with by a bit more expertise on both sides. They should be looked at away from the heat of trying to get a contract signed.** I think it could be done at a more leisurely pace and in a more comprehensive way, and maybe we would come out with savings, or benefits, on both sides. Too often, unionists are afraid to depart even one inch from old practices for fear that it shows weakness. In some cases, it is a legitimate fear. But we have to be big enough to meet the real situation.

**I am trying to establish an acceptance of the labour movement. I am trying to say that this acceptance results in being able to rationalize our differences by dialogue.** When we can do that, we will have come a long way from the old days. I remember when I began in the textile mills in 1931. I would walk in on the management of a plant at seven in the morning and say: "As of now the rates are going up. As soon as you make up your mind, we'll come back to work. Meantime, we're out in the back yard." Inside 15 minutes we would all be fired. We

fought it out from there, and would be back to work the next day. That's all there was in those days. No rationalizing. No labour law. No research.

**There has to be some relationship between productivity and the general income setup. There has to be a common-sense approach, or you are going to have pressures building up that will slow down the economy and bring about a catastrophe. We have had about eight or nine**



**years of pretty steady growth with very little in the way of a setback. But unless we get better dialogue and a new kind of approach, we're heading for a head-on clash.**

What we have now is catch-as-catch-can and the devil take the hindmost. That old concept is still very much there. I think it is necessary that somewhere along the line we start to realize that these things have effects that come back and kick us in the face in the long haul. And if you want a real booming economy, that is a heck of a good way to have it. Never worry about tomorrow—just get everything that is going today. Then, in all probability, the first ones to scream will be industry and organized labour, in hopes that the government will step in and do something.

**I think that it is a matter of getting acceptance of the fact that unions are here to stay, managements are here to stay, governments are here to stay. Surely we can develop dialogue somewhere in the scheme of things that will bring about a more rational approach.**



## Older Workers

### New Directory

A new directory of workshops that serve the handicapped in Canada has been issued by the Department of Manpower and Immigration. The directory updates the previous directory and includes a listing of the workshops established during the past two years. For those interested in the employment and training of handicapped persons, copies of the directory are available free of charge from the Manpower and Utilization Branch of the department in Ottawa.

The directory shows that the number of workshops has increased by 16 per cent during the past two years. The number of clients served by them has increased by 11 per cent to 8,362. The number of workshops serving mentally retarded persons has been increased by the 21 new shops that have been established since 1967, bringing the total in this group to 110. Shops in New Brunswick have almost doubled their facilities for the mentally retarded clients they serve.

Community workshops assisting clients with a variety of handicapping conditions now total 53, six new units having been established in the past two years. Workshops serving the mentally ill are gradually being established in various provinces. Since 1967, the first two workshops of this kind have been opened in Alberta. Three more such units have been set up in Quebec.

### Fifty Years of Service

The Women's Sheltered Workshop in Toronto has just celebrated 50 years of service. Founded in 1918, the organization began its work in conjunction with the Canadian Red Cross Society by distributing articles overseas. Those who founded the workshop recognized that there was a group of women who, because of age or disability, were unemployable in industry; so they opened an emergency unit where these women were taught to make dolls and other toys that previously had been imported from Germany.

The purpose of the workshop is to provide useful and remunerative employment geared to the individual's capacity and skills. The people served are those who take pride in their independence, who equate meaningful work with a reason for being, and who never knew poverty until age or illness limited their ability. The workshop provides its employees with an opportunity to supplement pensions and make social contacts. More recently, the organization has been experimenting with an extension of the workshop to serve male workers. The organization also provides assistance for those of its employees who have medical and personal problems. Many of them live alone, and few can afford more than the simplest of cooking facilities. As an essential part of the program, a well-balanced, home-cooked dinner is provided each day.

Among the variety of jobs undertaken in the workshop are the manufacture of old-fashioned bedspreads and quilts, and the making and fitting of slipcovers for chairs. The most remunerative work is the making of drapes. Less skilled subcontract work, such as stuffing folders, tagging, glueing and pasting, is done in the contract department.

Employees are referred to the workshop by government welfare departments, hospitals, religious and family services, correctional agencies and the federal Department of Manpower and Immigration. **The board of directors of the workshop believes that there is a growing need in many communities for such services.**



## Ergonomic Studies

**Most machines today are carefully designed for optimum performance, but their physical design and the working capacity of the employee are frequently overlooked, a medical researcher has noted.** Dr. Carl Zenz, Director, Medical and Hygiene Services, Allis-Chalmers, Milwaukee, Wis., suggests that, because man will not be redesigned in our lifetime, more attention must be focused on linking machine to man for greater safety, efficiency and comfort.

Speaking to the 1969 Safety Conference of the Industrial Accident Prevention Associations of Ontario, held last April in Toronto, **Dr. Zenz described the science of ergonomics as a study to determine the best relationships between man and machine.** He suggests that, with detailed ergonomic studies, it is feasible to propose workable methods and solutions to ease the burdens on work space and physical demands. **He outlined the important factors contributing to the level of energy expenditure—including the physical fitness of the worker, his position during work, the pace of work, the weight of equipment and tools, and the shape and size of the casting.**

Dr. Zenz mentioned also that some of these factors are often inadvertently overlooked by engineering and production personnel. He stated that workers are not generally aware of the variations in energy output determined by the work position. These variations, although they are within the physical working capacities of the men, are factors that influence fatigue.

**According to Dr. Zenz, machine operating areas should always be designed to suit as many operators as possible, and all equipment should satisfy the needs of at least 90 per cent of its prospective users.** In addition, seats and controls should be designed to enable operators to maintain body position without expending unnecessary energy, and control movements should be as short as possible. In systems where accuracy is imperative, hand controls should be used. Dr. Zenz observed that recommendations based on ergonomic studies can lead to greater employee satisfaction and productivity, because of reduced fatigue and improved psychic attitudes.



## Price Indexes

### Consumer, July 1969

The consumer price index (1961 = 100) in July increased by 0.4 per cent to 126.4 from its June level of 125.9, and was 5.0 per cent above the July level of 120.4.

**The food index advanced by 0.8 per cent to 128.8 from 127.8.** A major factor contributing to this increase was notably higher prices for restaurant meals. **Beef prices were 4.0 per cent lower than in June, but remained about 8 per cent higher than in May.** Other meats registered increased prices—pork rose 2.3 per cent and poultry 0.9 per cent. Among produce items, the price of potatoes rose 13 per cent; marked advances were also registered for celery, turnips, onions, apples and grapefruit. The introduction of local tomatoes resulted in a 14-per-cent decrease in this item. Bakery and cereal products registered a rise of 0.7 per cent as reflected in increases for bread, cake, doughnuts, and macaroni. Fresh milk prices were unchanged, but those of other dairy products, including ice cream and cheese, were higher. Price levels for butter, margarine, and eggs each declined.

The housing index rose by 0.4 per cent to 125.2 from 124.7. **Increased mortgage interest rates in July were chiefly responsible for a 0.6-per-cent upward movement in home-ownership costs; rents increased by 0.4 per cent in the same period.** Higher wages for domestic help, together with increased prices for broadloom, household textiles, utensils and supplies, contributed to a 0.4-per-cent increase in household operation costs.

The clothing index declined by 0.1 per cent to 124.8 from 124.9. Sale prices on some apparel items outweighed a number of minor increases, but generally, prices of men's and women's wear items were unchanged. Footwear prices increased by 0.2 per cent.

The transportation index advanced 0.1 per cent to 120.7 from 120.6. **There was no change in automobile operation costs, as slightly lower new car prices were offset by higher quotations for gasoline and motor oil in a number of cities.**

The health and personal care index was unchanged at its June level of 134.2. Lower prices for toilet soap offset increases for toothpaste, razor blades, and cleansing tissues.

The recreation and reading component also was unchanged. Price declines for radios, television and phonograph records were counterbalanced by increased prices for bicycles.

The tobacco and alcohol index advanced 0.4 per cent to 126.3 from 125.8 with the entire increase being attributable to the imposition of higher tobacco taxes in Alberta.

Group indexes a year ago in July were: food 122.5; housing (shelter and household operation) 118.8; clothing 121.0; transportation 115.1; health and personal care 128.0; recreation and reading 119.6; tobacco and alcohol 121.3.

### City Consumer, July 1969

Between June and July, consumer price indexes advanced fractionally in all ten regional cities and city combinations. **Food prices rose in seven regional cities, remained unchanged in two, but registered a marked decline of 1.6 per cent in Edmonton-Calgary.** Lower beef prices offset price increases for other meats and fresh vegetables. **Higher rents and household operation costs were responsible for increases in the housing indexes in all regional cities.** Mixed movements were recorded for clothing, transportation, health and personal care, and recreation and reading components. The tobacco and alcohol indexes remained unchanged except in Edmonton-Calgary, where increased provincial tobacco taxes contributed to a 6.3-per-cent advance in this component.

Regional consumer price index point changes between June and July were: Saint John +0.7 to 121.0; Halifax +0.4 to 120.4; Toronto +0.4 to 124.9; Saskatoon-Regina +0.4 to 120.5; Ottawa +0.3 to 123.8; Montreal +0.2 to 122.7; St. John's +0.1 to 120.0; Winnipeg +0.1 to 123.7; Edmonton-Calgary +0.1 to 122.2; Vancouver +0.1 to 120.0.

# Unemployment Insurance Report — May

The count of claimants for regular unemployment insurance benefit totalled 305,000 on May 30. This was 5 per cent fewer than the 321,000 recorded at the end of May 1968. Comparable data for a year ago show that claimant count at the end of May 1968 exceeded the May 1967 total by 14 per cent.

Because the seasonal benefit period terminated on May 17, the April and May month-end claimant counts are not comparable. The April 30 claimant count was 527,000, comprising 369,000 regular and 158,000 seasonal benefit claimants. Males accounted for 90 per cent of the April-to-May decrease in the claimant count for regular benefit. Sixty-four per cent of the end-of-May claimants were male, compared with 69 per cent at the end of April. The decline in the proportion of male claimants is associated with the seasonal upswing in employment in industries such as construction, and in primary industries where mainly males are employed.

A total of 125,000 initial and renewal claims were filed in the local offices across Canada during May. This was 19 per cent fewer than the 155,000 recorded in April, but exceeded by 1 per cent the 124,000 recorded in May 1968. The April-to-May decrease in claims filed can be partly attributed to the termination of the seasonal benefit period on May 17.

The average weekly estimate of beneficiaries during May 1969 was 423,000 compared with 392,000 in April, and 395,000 in May 1968. Benefit payments amounted to \$52.8 million in May, \$61.9 million in April and \$46.3 million in May 1968. Average weekly payments were \$31.20 for May, \$31.56 for April and \$26.01 for May 1968.

Because the relative importance of seasonal benefit varies between provinces, April-to-May changes in the month-end claimant count are not provided.

Reductions from the May 31, 1968 claimant count were not reported in all provinces. In the Atlantic provinces, only Prince Edward Island reported fewer claimants this year. Males accounted for numerically large deductions in Quebec and British Columbia. In Ontario, the number of female claimants fell by 10 per cent.

## Summary Table

Activity	May 1969	April 1969	May 1968	Cumulative data	
				January to May 1969	12 months ending May 1969
(in thousands)					
Insured population as at monthend.....	—	5,543	4,812	—	—
Initial and renewal claims filed:					
Total.....	125‡	155	124	875	1,837‡
Initial.....	96‡	120	92	685	1,378‡
Renewal.....	30‡	35	32	190	458‡
Claimants currently reporting to local offices.....	305‡	527	321‡	535*	409*
Regular benefit.....	305	369	321		
Seasonal benefit.....	—	158	—		
Fishing.....	—	11	—		
Beneficiaries (weekly average).....	423	392	395	476*	311*
Weeks compensated.....	1,694	1,961	1,779	9,912	15,960
Benefit paid.....	\$ 52,849	\$ 61,891	\$ 46,278	\$309,813	\$471,300
Average weekly benefit.....	\$ 31.20	\$ 31.56	\$ 26.01	\$ 31.25	\$ 29.53

\* Monthly average.

† Seasonal benefit is not payable in respect of unemployment occurring after mid-May; hence in total, April and May are not comparable.

‡ Discrepancy between total and subtotal is due to rounding.



# Legal Decisions

The B.C. Court of Appeal has set aside an arbitration award because there was no evidence supporting an essential finding of fact made by the arbitration board.

An arbitration board, in ruling that there was proper cause for the discharge of an employee, found that the employee had failed to disclose information regarding alleged misconduct by other employees in the manner asked by the employer. **Because the employer had given the employee a choice of either telling the police or telling the employer, and the employee had subsequently disclosed the information to the police, the B.C. Court of Appeal decided on November 13, 1968, that there was no support for the finding of the arbitration board. The board was therefore without jurisdiction, and its award was set aside.**

## **Alleged Misconduct**

A man of East Indian origin had been employed in a sawmill of Sooke Forest Products Ltd. for several years. In February and March of 1967, he signed three written statements to the effect that, in order to hold jobs, he and other East Indian employees of the company had been required, under threats of dismissal, to contribute sums of money to a foreman or foremen. These statements were given to the bargaining agent for the employees, Local 1-118 of the International Woodworkers of America. The president of the local, without giving the names of persons allegedly involved, made the general content of the statements known to the company president; meanwhile, the local caused the allegations to be published.

A meeting of all company employees was called, and the company president told the employees that the company regarded the making and publication of the allegations as a very serious matter. He emphasized that, if the allegations were proved, the foremen would be discharged, but that, if the allegations were not substantiated, the employees who made them would be dismissed.



The matter was reported by officials of the union local to the RCMP, which, in the course of its investigations, interrogated the employees who had made the allegations. **When no criminal charges were laid at the close of the police investigation, the company discharged two employees, including the employee who had signed the written statements.** In accordance with the collective agreement, a discharge grievance was submitted to an arbitration board, the majority of which found that there had been proper cause for discharge of the employee who had signed the statements. Although the board did not find that the giving of statements to the local union was proper cause for discharge of the employee, the majority did find that a man in such a position, being fully aware of the situation and, by his own admission, being on good terms with the company management, owed a fundamental obligation to give to the company the information regarding threats to the jobs of the East Indian employees. **The majority of the board agreed that, if the employee had come forward and given the information in his possession to the company, after the company president had requested it, there would have been no justification for discharging him.**

#### **Award Reviewed**

The decision of the board was found by the B.C. Supreme Court to be reviewable, because the finding of the board that there was a fundamental duty upon the employee to disclose information was a determination of a question of law that was material to the determination of whether there had been proper cause for dismissal. The Court held that the arbitration board was wrong in finding that there was such a fundamental duty.

In the appeal of this judgment before the B.C. Court of Appeal, **the ruling of the B.C. Supreme Court was interpreted as showing that, having disclosed the information in his possession to his union and to the RCMP when requested, the discharged employee was not under a legal duty to disclose the information to the company.** It was held that the court below had rightly refrained from deciding the general existence or nature of the duty, if any, upon employees to disclose to their employers information regarding improper conduct of other employees, for the existence and nature of such a duty must depend upon the circumstances of the individual case.

The B.C. Court of Appeal, however, rested its judgment in the appeal on another ground. The local had submitted that, assuming there was a duty upon the discharged employee to disclose his information to the company in the circumstances of this case, there still had been no evidence before the arbitration board to justify the finding that the employee had improperly failed to disclose information in the manner in which the company had asked him to disclose it. This complete absence of evidence to support a finding of fact on such an essential matter would, in the judgment of the Court of Appeal, be proper ground for setting aside the award for want of jurisdiction. Reference was made to **City of Vancouver v. Brandram-Henderson of B.C. Ltd.**, 23 D.L.R. (2d) 161; [1960] S.C.R. 539.

The evidence before the board indicated that, when the president of the company called the meeting of all his employees, he had stated that, if there were grounds for the allegations of misconduct, he wanted the accusing employees either to go to the police or to come to him personally. The discharged employee had subsequently answered the questions of the investigating police officer and had discussed the allegations with him in a co-operative manner. The B.C. Court of Appeal was therefore of the opinion that there was no support for the finding of the arbitration board, and it concluded that the award must be set aside. **"Re International Woodworkers of America, Local 1-118 and Sooke Forest Products Ltd.,"** [1969] 1 D.L.R. (3d), Part 7, p. 662.



# Recent Regulations Under Federal and Provincial Legislation

## Canada

The Coal Division of the Cape Breton Development Corporation has been temporarily exempted from the hours-of-work provisions of the Canada Labour (Standards) Code.

The Cape Breton Development Corporation Hours of Work Extension Order exempts the employees, other than office personnel of this division, from Part I (Hours of Work) of the Canada Labour (Standards) Code (L.G. 1969, p. 1058). Standard hours of work are set at 728 in a 13-week period, after which overtime of one and a half times the regular rate must be paid. No maximum hours are set. Under the Code, standard hours are 40 in a week, and maximum hours 48 in a week.

The exemption is to continue until December 31, 1969 or until the date by which the corporation and each of the bargaining agents representing the employees covered by the Order have entered into collective agreements, whichever is earlier. Part I of the Code had previously been suspended for these employees by an order of the Minister of Labour for a 12-month period from March 30, 1968. A commission of inquiry recommended that the suspension be extended. (SOR/69-255, gazetted June 11, 1969).

## Nova Scotia

Nova Scotia has increased its general minimum wage rates by 10 cents an hour, effective August, 1969. Rates for workers in logging and forest operations, and for beauty parlour employees are also increased as of the same date. The new rates for workers 18 years of age and over are: \$1.25 an hour for men and \$1 for women in Zone I; \$1.15 an hour for men and 90 cents an hour for women in Zone II. **The order also sets minimum rates for underage workers between 14 and 18 years. These are \$1.05 an hour for boys and 80 cents for girls in Zone I; and 90 cents an hour for boys and 65 cents an hour for girls in Zone II.** Zone I consists of Halifax-Dartmouth, Sydney and New Glasgow and surrounding areas in a 10-mile radius, and Truro, Amherst and Yarmouth and surrounding areas in a 5-mile radius. Zone II embraces the rest of the province. Automobile salesmen are excluded from the coverage of the order.

The minimum rates for beauty parlour employees are increased by 15 cents. As a result, the minimum for experienced employees is \$1.10 an hour in Zone I and 95 cents an hour in Zone II. No rate is set for inexperienced employees in their first three months of employment. The rate for the second three months is 60 cents an hour in both Zones, and for the third three months, it is 85 cents an hour in Zone I and 75 cents in Zone II.

**In logging and forest operations, the rate for time workers is increased from \$1.10 an hour to \$1.15, and the rate for employees without a fixed workweek, such as guards and cooks, is increased from \$210 a month to \$225.**

No changes are made to the road building and heavy construction industry order. The minimum rate for workers in this industry continues to be \$1.25 an hour. The amendments were gazetted on June 4, 1969.

## Quebec

Quebec has reissued minimum wage ordinances governing the shoe industry (No. 7), forest operations (No. 9), and municipal corporations and school boards (No. 11). The ordinances were gazetted on May 31, 1969 and went into effect on June 1, 1969.

**Major changes are made in the Shoe Industry Ordinance, including a reduction in the number of classifications for which minimum rates are set, a change in the zone system from three to two, and an increase in minimum hourly wage rates.**

The former ordinance listed 144 numbered operations, most of which are subdivided into several distinct operations. These operations are classified in eight classifications for which minimum hourly and piecework rates are established, with lower rates for different categories of apprentices and for employees under 18. Hourly minimum rates are also established for office workers and piecework rates for home workers.

**The new Ordinance establishes hourly rates for five classes of skilled workers, for office workers and for probationary employees. There are no special rates for apprentices or employees under 18. Piecework rates and home workers' rates are no longer set. Work may be done at home only with the permission of the Minimum Wage Commission. For each class of workers, the ordinance sets a minimum percentage of the total employees in an establishment that the class may include.**

The zone system has also been changed by consolidating Zones II (Quebec City) and III (rest of province) and enlarging Zone I (Montreal). Zone I now consists of the Greater Montreal area, and Zone II of the rest of the province, as in other ordinances.

**The new minimum rates for skilled workers range from \$1.30 to \$2.10 an hour in Zone I and from \$1.20 to \$1.90 an hour in Zone II. Rates for probationary employees during the first 60 days of employment are \$1.20 in Zone I and \$1.10 in Zone II. The previous hourly rates ranged from 95 cents to \$1.95 in Zone I, from 90 cents to \$1.85 in Zone II and from 90 cents to \$1.76 in Zone III. Piecework rates were higher.**

Office employees and others not included among the skilled workers are entitled to \$1.25 an hour in Zone I and \$1.15 in Zone II. The rates for probationary office employees during the first 60 days of employment are \$1.15 and \$1.05. These rates are the same as those established in the General Minimum Wage Ordinance, and they involve an increase of 20 cents an hour in Zone I and 15 cents in Zones II and III.

An employee who reports for work at the employer's request and works less than three hours a day is entitled to three hours wages at the minimum rate as call-in pay. An employee who has obtained a training



certificate from the Shoe Industry Apprenticeship Commission must be hired at least as a Class I skilled worker.

**The revised Forest Operations Ordinance increased minimum wages and introduced new vacation with pay provisions.** Piecework woodcutters are now to receive \$16 a day instead of \$14, and workers hired on contract, cooks, kitchen helpers, fire rangers, camp watchmen, stablemen, dam watchmen and gate-keepers are to receive \$13.50 a day. The former rate for contract workers, cooks, kitchen helpers and fire rangers was \$12.50 and for the others, \$11.25. **The minimum for all other workers is increased from \$1.25 to \$1.50 an hour.**

Employees are entitled to a two-week vacation with pay after a year's service with the same employer. Vacation pay is 4 per cent of wages earned during the year. In order to be entitled to the vacation, an employee must have worked at least 175 days during 12 consecutive months. Vacations must be taken within 12 months of being earned. If a work contract is cancelled before the employee has completed a year's service, he must be paid 2 per cent of his wages. Previously, all employees were entitled to a vacation allowance of 2 per cent in lieu of a vacation.

**The new Municipal Corporations and School Boards Ordinance excludes students employed on a recreational or educational program organized for children.** Employees hired and paid on a weekly, bi-monthly, or yearly basis, and earning at least \$75 a month, have been added to the persons previously exempted from overtime pay requirements. The latter include watchmen, teachers, attendance officers and secretary-treasurers.

The general minimum rate for employees of municipal corporations and school boards is increased from \$1 to \$1.40 an hour. Employees under 18 are to receive \$1.25 an hour; previously, a rate of 80 cents was established for students and messengers under 18. The minimum for watchmen with free lodgings is increased from \$40 to \$60 a week.

The salary of the secretary of a county corporation varies according to the number of municipalities in the corporation. The minimum is \$60 a month, with an additional \$2.50 for each municipality where the total number of municipalities exceeds nine, and \$2 for each municipality where the total exceeds 19. The former salaries ranged from \$50 to \$110 a month, depending on the number of municipalities.

Attendance officers are to receive \$20 a month, plus 7 cents for each student over a total of 100, up to a maximum of \$300 a month for 12 months a year. Previously, the minimum wage rate was \$10 a month for 100 pupils or less, increasing by \$5 for each additional 100 pupils, up to a yearly wage of \$2,500.

The secretary-treasurer of a school corporation responsible for the collection of school taxes, or the secretary-treasurer of a municipal corporation, must be paid a minimum salary of \$75 a month, with an additional 50 cents for each property owner in excess of a total of 100 such owners on the tax roll, 45 cents for each one exceeding a tax roll total of more than 400, and 40 cents for each one over 700, up to a maximum of \$480. Previously, their salaries ranged from \$65 to \$310 a month, according to the number of property owners.

Rates are no longer set for foremen and qualified tradesmen, full-time secretaries or teachers. **In all three ordinances, the weekly rest provisions have been changed. Every employee is entitled to a weekly rest period of at least 24 consecutive hours. Previously, two 18-hour periods could be substituted.**

# Labour Legislation

## A Labour Court for Quebec

A new labour court will take over the administration of justice in industrial relations in Quebec, and the administrative problems in the provincial labour relations system will be turned over to the civil service. This separation of functions is designed to bring about greater efficiency and speedier settlement of industrial relations problems.

Procedures for creating the first Canadian labour court to administer industrial relations are contained in amendments to the Quebec Labour Code. Bill 50, which was assented to on June 13, to be proclaimed in force at a later date, provides for a labour court in Quebec, presided over by judges of the Quebec Provincial Court, which will take over many of the functions now carried out by the Quebec Labour Relations Board.

The amendments to the Code make two important changes. Bill 50 removes "recognized" associations of employees from the protection of the Code. (A recognized association is defined as "an association which, although not certified, is recognized by the employer, through the making of a collective agreement or otherwise, as representative of all or some of his employees.") Henceforth, all employee associations under the Code must be certified. Secondly, the Bill abolishes the Labour Relations Board and assigns its functions to civil servants and the labour court.

Quebec Labour Minister Maurice Bellemare stated in the National Assembly that experience with the provincial Quebec Labour Relations Board during the past five years had shown the need for finding a new and better system, and especially one that would cut down on delays and jurisdictional disputes. He noted also that the board had often been criticized for excessive

legalism. Mr. Bellemare pointed out the necessity of separating administrative problems from problems related to the administration of justice. Under the new system, administrative matters are to be dealt with by civil servants, and matters related to justice are to be dealt with by the labour court. The Minister estimated that the investigators and investigation commissioners would settle at least 90 per cent of the problems.

The amendments to the Code were recommended by the Advisory Council on Labour and Manpower (formerly the Superior Labour Council), which is composed of five members from the most representative employee associations and five members from the most representative employer associations. A study committee had also been set up to look for a solution to the problems associated with the board.

The idea of a labour court has apparently been favoured by Mr. Bellemare for some time. In the debate in the National Assembly, Jean Lesage, the Opposition Leader, said that he, too, had long wanted to see labour courts established in Quebec. The principles of the Bill have the support of both the Quebec Federation of Labour and the Confederation of National Trade Unions. For years the Canadian and Catholic Confederation of Labour regularly passed resolutions on the subject at its conference, and the Liberal Party of the province included it in its electoral program in 1960.

The present QLRB consists of six judges and eight assessors, permitting it to sit in four divisions. The judges will return to the bench, and the assessors will become officers of the Department of Labour and Manpower.

The labour court, to be composed of persons who are skilled in labour relations, will be appointed by the Lieutenant-Governor in Council after consultation with the bar of the province and the Advisory Council on Labour and Manpower. The court is to consist of a Chief Judge, an Associate Chief Judge, and a number of other judges of the Provincial Court sufficient for the rapid dispatch of the business submitted to them. The Minister indicated that the Government would proceed with caution in nominating judges, and that their number would be augmented as the need arose.

A case will be tried in the chief centre of the judicial district in which it arises, unless the parties agree otherwise, or the Chief Judge decides otherwise on the grounds of public interest. One judge alone may try and decide any matter submitted to the labour court. The court is to have jurisdiction to hear and decide in appeal, any suit arising out of the interpretation or application of



the Code. It will have jurisdiction with regard to the implementation of arbitration awards. Any decision of an investigation commissioner may be appealed to the court. It is also to be a court of first instance for penal prosecutions under the labour code. A penal prosecution may be initiated by the chief investigation commissioner (instead of the board) and, as previously, by any interested party. An interested party previously needed the consent of the board or of the Attorney General to institute a prosecution.

Because of the necessity to act quickly, investigators and investigation commissioners may be appointed and paid in accordance with staff requirements, standards and scales established by regulation of the Minister and approved by the Lieutenant-Governor in Council, and without regard to the Civil Service Act, which will apply only from July 1, 1970. **The Minister said that it would probably take between three and four months to make regulations and set up the new organization.**

**Certification functions and the functions of the board with regard to unfair practices complaints are now to be assumed by investigators and investigation commissioners.**

New procedures for the certification of unions will be set up. Applications for certification are to be made to the Minister by means of a petition authorized by resolution. The petition must indicate which group the association wishes to represent. The association must send a copy of the petition to the employer, who, within five days, must post the complete list of his employees contemplated by the petition, and send a copy of the list to the association seeking to be certified. The Minister is required to post a copy of the list in an office of the department where it is accessible to the public.

**The Minister must send forthwith an investigator to ascertain whether the association represents a majority of the employees in the bargaining unit and whether the employer and the association agree on the unit.** If this is the case, the investigator must immediately certify the association. If this is not the case, he must report to the chief investigation commissioner, who will instruct an investigation commissioner to decide, after inquiry (held in the presence of the association and the employer), as to the majority status of the association. If necessary, he will describe the appropriate bargaining unit.

A copy of the investigator's report indicating the reasons why certification was refused must be sent to the association and the employer. Similarly, a copy of the investigation commissioner's decision, stating the reasons

why certification was refused or granted, as the case may be, must be sent to the parties. **A copy of every certification decision of an investigator or investigation commissioner must be sent to the Minister forthwith. An appeal may be made to the labour court from the decision of an investigation commissioner.**

A complaint made to the investigation commissioner by a third person regarding employer interference with an employees association suspends the investigator's inquiry. The investigation commissioner must then examine the merits of the complaint and make a decision regarding certification.

**The labour court (at present, the board) may dissolve an employer-dominated union, after giving it an opportunity to be heard, if it is proved that it has participated in an infringement of Sec. 11 of the Code.**

Ten copies of a certified collective agreement must be filed with the chief investigation commissioner within 60 days. Failure to file is a ground for an application for certification by another association. The party filing must indicate the number of employees governed by the collective agreement.

With regard to recognized associations, the Minister said that some, such as those representing policemen, would continue as such by virtue of the Professional Syndicates Act. **As a result of the removal of "recognized" associations from the Code, only certified associations may negotiate and enter into a collective agreement within the meaning of the Code. Only one collective agreement may be made for a bargaining unit.**

Upon the recommendation of the Minister, and following consultation with the Advisory Council on Labour and Manpower, the Lieutenant-Governor in Council may make regulations establishing the conditions by which an employee may be recognized as a member of an association, and regarding the procedure and trial of cases before the Court. He may also establish a certification procedure suitable to the temporary and seasonal nature of logging operations.

Under Sec. 27 of the Code, the board is authorized to make special regulations establishing certification procedures for logging and construction. The construction industry is now removed from the Code and is subject to Bill 290, the new Construction Industry Labour Relations Act (L.G., June, p. 335).

## Railway Arbitration

Seven disputes were dealt with by the Canadian Railway Office of Arbitration in Montreal on July 9, 1969. The decision in Case No. 159 is not yet available and will be published at a later date.

**Case No. 158. Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport, and General Workers over employee classifications on Bistro cars operating between Toronto and Montreal.**

The crew complement of the Bistro car is one steward-waiter and two waiters. The brotherhood claimed that the in-charge position of steward-waiter should be classified as steward. Before taking the issue to arbitration, the company and the brotherhood agreed to study the problem, but were unable to resolve the issue.

The arbitrator said that "the job of a steward is clearly a more onerous one than that of steward-waiter." He said that the work done by the steward-waiter in the Bistro car is comparable to the work of steward-waiters on club cars, snack counters, club lounges and other cars. "There are some types of cars where steward-waiters may perform somewhat more onerous duties than are required of the steward-waiter on the Bistro car, including the ordering of stock, the collection of transportation and the selling of space."

The arbitrator decided that the employee in charge of the Bistro car services is properly classified as a steward-waiter, and he dismissed the grievance.

**Case No. 160. Dispute between Canadian National Railways and the Brotherhood of Locomotive Engineers over a claim by an engineer who was not called for a sixth shift in yard service.**

An engineer was to be added to the engineers' spare board, but another engineer was added to the board in error. When an engineer was required, the engineer from the spare board was used. The engineer who





should have been added to the board alleged that there was a violation of the collective agreement when he was not called for the work. Since it would have been his sixth shift in his workweek, he submitted a time-and-one-half claim for 154 miles. The company declined to pay.

**The company admitted that it was in error in adding another name to the board. But under an article of the agreement, the other engineer was entitled to be called, the arbitrator said. The article says that an engineer may work a sixth shift when there is no spare engineer available. There was a spare engineer available and the grievor was not entitled to be called, the arbitrator concluded. He dismissed the grievance.**

**Case No. 161. Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers over discipline assessed for insubordination.**

A telephone salesman had received a telephone call two minutes before his workday was to end. He told his supervisor at 4 p.m. that he had an important engagement and would have to leave. The salesman asked for relief, but the supervisor directed him to complete the call. There was relief available, and another employee did eventually take the call; but the salesman refused to complete the call, and left. He was suspended and assessed five demerit marks.

The arbitrator said, "No reason was given for the refusal of the grievor's request. Another employee was available who could have done, and ultimately did do this work." **The arbitrator concluded that "the grievor made a request to be relieved following the conclusion of his regular working hours, on apparently reasonable grounds, and where such relief was possible. When his request was refused without reason, it is my conclusion—having regard to the particular circumstances of this case—that the grievor was not guilty of insubordination by leaving work as he did."** The grievance was allowed.

**Case No. 162. Dispute between Canadian National Railways and The Canadian Brotherhood of Railway, Transport, and General Workers over discipline assessed for insubordinate conduct.**

An engine watchman was asked by his supervisor to help in fueling a locomotive. As the two men were going to do this, the watchman questioned his supervisor about the way in which certain work had been allocated a day or two previously. The watchman was a member of the grievance committee and the arbitrator said that there was nothing improper in raising the matter at that time. But it was alleged that the watchman raised the question in a "profane and insolent" manner.

The supervisor then told the watchman to come to his office, and he called his superior and the local chairman of the union. While waiting for these two to arrive, the watchman finished fueling the engine. When finished, he went to the cab of the locomotive to pick up the water can. The supervisor said that he asked the watchman for the fuel ticket, but the watchman said that the supervisor reached into his pocket for the ticket. The arbitrator said that the evidence seemed to show that the supervisor grabbed once or twice for the ticket, and in doing so, tore the watchman's shirt pocket.

**After the incident, an investigation was held, and the watchman was assessed 30 demerit marks and time out of service to count as suspension. The arbitrator considered that this was too strong a punishment. He said that the penalty should be reduced to five demerit marks and the watchman reimbursed for three days lost wages.**

**Case No. 163. Dispute between Canadian National Railways and the Canadian Brotherhood of Railway, Transport, and General Workers over a claim for time-and-one-half rates by an employee.**

The grievor's regular assignment was the 3.30 p.m. to 11.30 p.m. shift, with Saturday and Sunday off. On a Friday, his supervisor asked him to work an earlier shift the following Monday, which was a holiday. The brotherhood contended that the company should not have changed the employee's hours without prior consent of the local chairman. And they asked that he be paid at time-and-one-half rates for the work done, plus straight-time rates for his regular shift, even though he didn't work his regular shift.

The arbitrator said that the employee should have been paid time and one half for the time he did work, as the work was done entirely before his regularly assigned hours of duty. The company had offered previously to pay this rate, and the arbitrator agreed that it should be paid. But the arbitrator did not agree that the employee should be paid for his regular shift as well, because he did agree to work on another shift and was not required to suspend work on his regular shift in order to absorb overtime.

**Case No. 164. Dispute between Canadian National Railways and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the dismissal of an employee who had accumulated 60 demerit marks.**

The grievor, a warehouseman, was an employee with 27 years seniority, but he was dismissed for accumulating 60 demerit marks. The brotherhood disputed the fact that the warehouseman should have been dismissed. He accumulated 60 marks as a result of the assessment of 30 marks for "failure to protect assignment . . . and to report absences."

The arbitrator found that the warehouseman had been disciplined for absenteeism on a number of occasions in recent years. This time, he claimed that he told another employee to tell another employee to tell his foreman that he would not be in. The foreman was not told. A few days later, the warehouseman went to a doctor and was given a note that he was unfit for work for 14 days. One day, he went to the company terminal to pick up his pay, and he said then that he hoped to get back to work the next day. But he didn't report for work; nor did he tell the company that he wouldn't be able to work. A few days later, he was told to report to the company office, but was unable to do so when struck by a car and confined to bed.

The arbitrator found that there was reason for the warehouseman's absence from work, but said that he did fail to notify the company of his absences, and for this should be disciplined. The arbitrator ruled that only 20 demerit marks should have been assessed, and that the warehouseman should be reinstated without compensation.





## Decisions of the Umpire

**CUB 2810** A 64-year-old machinist, who had been working for a railway company for 44 years, applied for benefit. He said that he was able to continue in his usual occupation, but decided to take advantage of the company's early retirement provisions, which entitled him to about the same pension as if he had worked until age 65. He was, however, disqualified from receiving benefit for six weeks, pursuant to the Act, because he had voluntarily left his employment without just cause.

In his appeal to the board of referees, the claimant said the employer had told him that, because of new innovations in one of the company's shops, he should take an early retirement, to which he agreed. He was also told that this would not "complicate" his unemployment insurance. The employer reported by telephone that, if the claimant had not chosen an early retirement, "he could have continued to work at his usual occupation and rate of pay."

The board of referees heard the case and, by unanimous decision, allowed the appeal. It found that, owing to the installation of automation, some pressure was being put on the older employees to take early retirement, for there was no evidence that they were being replaced. **The board said it appeared to be obvious that the employer wanted this employee to accept the early retirement provisions.**

In reply to a query from the local office, the employer stated that many employees, including the claimant, took advantage of the scheme. The employer added that all employees taking advantage of the "no penalty" early retirement were informed that there would be a six-week disqualification period prior to consideration of their claim by the Unemployment Insurance Commission.

The insurance officer appealed to the umpire on the grounds that the board of referees erred in its decision. He maintained that there was no evidence to show that pressure was put on the claimant to voluntarily leave his employment; that the statement that the employee could retire early without affecting his unemployment insurance had been refuted by the employer; and that there were no mitigating or extenuating circumstances as there were in the case of CUB 2639, (L.G. 1967, p. 371) which had been cited by the board.

The umpire heard the case and decided that the evidence as a whole established that the claimant voluntarily left his employment, although he could have stayed on the job if he had wished to do so. Did he have "just cause" within the meaning of those words in the Act for leaving his employment? the umpire asked.

It is public knowledge, he said, that the employer's special early retirement provisions were tied in with its program of rationalization and modernization, and the question in this case was whether that factor, coupled with any advice and inducement that the employer gave to the claimant to retire, constituted "just cause" for him to leave his employment. **In the case quoted (CUB 2639), the umpire held that, although it may have been reasonable and proper for the claimant in that case to have claimed "just cause" in those particular circumstances, neither inducement held out by an employer, nor personal advantages to a claimant constituted "just cause."** Because that was the nature of the present claimant's reasons for voluntarily leaving his employment, the umpire confirmed the disqualification imposed by the insurance officer, and allowed his appeal.

# Conciliation Before the Minister of Labour

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Atomic Energy of Canada Limited, Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645, CLC (Conciliation Officer: K. Hulse).

2. Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

3. J. C. Malone & Company (1959) Limited, and Three Rivers Shipping Company Limited, Trois-Rivières, Que., and the International Longshoremen's Association, Local 1846 (Conciliation Officer: C. E. Poirier).

## Settlements by Conciliation Officers

1. North Shipping and Transportation Limited, Quebec, Que., and the Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier) (L. G., April, p. 244).

2. Terminus Maritime Inc., Quebec, Que., and Le Syndicat National des Débardeurs des quais de Baie Comeau (CSN) (Conciliation Officer: S. T. Payne) (L. G., Sept., p. 532).

3. Consolidated Aviation and Fueling of Toronto Limited, Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: T. B. McRae; reassigned to H. A. Fisher) (L. G., Sept., p. 532).

4. The Pembroke Electric Light Company, Limited, and International Brotherhood of Electrical Workers, Local 1905 (Conciliation Officer: H. A. Fisher) (L. G., Sept., p. 532).

5. Soo-Security Motorways Ltd., Winnipeg, Man., and Chauffeurs, Teamsters and Helpers, Local 395, Regina; Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Edmonton and Calgary; General Drivers, Warehousemen and Helpers, Local 979, Winnipeg; and Teamsters International Union, Local 990, Port Arthur (Conciliation Officer: A. E. Koppel) (L. G., Aug., p. 473).

6. TransAir Limited, Winnipeg International Airport, and Lodge 2223, International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel) (L. G., Aug., p. 473).



7. Canada Steamship Lines Limited, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: S. T. Payne) (L. G., Aug., p. 473).

8. Yukon Builders Exchange (representing some 16 construction companies in Whitehorse, Y.T.) and Local 2499, United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. H. Cameron) (L. G., Aug., p. 473).

9. General Enterprises Ltd., G. W. Ledingham (Yukon) Limited, Liard Construction Company Limited, 918 Construction Co. Ltd., Whitehorse, Y.T. and the International Union of Operating Engineers, Local 115 (Conciliation Officer: D. H. Cameron) (L. G., Aug., p. 473).

10. Eastern Canada Stevedoring Ltd., Montreal, Que., and the International Longshoremen's Association, Local 1845 (Conciliation Officer: C. E. Poirier) (L. G., Aug., p. 473).

#### **Conciliation Boards Appointed**

1. Atomic Energy of Canada Limited (Commercial Products Division) Ottawa, Ont., and the Ottawa Atomic Workers Union, Local 1541, CLC (L. G., July, p. 401).

2. National Harbours Board, Port of Montreal (general forces, grain elevator and cold storage employees) and the National Syndicate of Employees of the Port of Montreal (CNTU) (L. G., Sept., p. 532).

3. Atomic Energy of Canada Limited, Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645, CLC (see above).

4. Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (L. G., Sept., p. 532).

5. Atomic Energy of Canada Limited, Pinawa, Man., and Local 608, International Association of Machinists and Aerospace Workers, and Unit 2, Local 308, Service Employees' International Union (L. G., Sept., p. 532).

#### **Conciliation Board fully Constituted**

The Board of Conciliation and Investigation established in June to deal with a dispute between Atomic Energy of Canada Limited, Chalk River, and Atomic Energy Allied Council, AFL-CIO and CLC (L. G., Sept., p. 532) was fully constituted in July with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, C. B. C. Scott, Toronto, and Andrew Andras, Ottawa, who were previously appointed on the nomination of the company and of the union.

#### **Board Reports Received**

1. Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (L. G., Sept., p. 532).\*

\* Full text appears in Supplement No. 5, 1969.

2. British Columbia Maritime Employers Association, Vancouver, and International Longshoremen's and Warehousemen's Union, Canadian Area (L. G., Sept., p. 532\*).

3. Baton Broadcasting Limited, CFTO-TV, Agincourt, Ont., and the National Association of Broadcast Employees and Technicians (L. G., Aug., p. 474).†

4. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Brotherhood of Maintenance of Way Employees, Local 96 (L. G., July, p. 402)\*.

5. H. W. Bacon Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local 419 (L. G., July, p. 402)†.

#### **Settlement after Board Procedure**

Canadian Pacific Air Lines, Limited, Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (see above).

\* Full text appears in Supplement No. 5, 1969.

† Full text appears in Supplement No. 6, 1969.

#### **Conciliation Board not Appointed**

Kent Driver Services Limited, Merlin, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (L. G., Sept., p. 532).

#### **Settlement by Mediation**

Air Canada, Montreal, and the Canadian Air Line Employees Association (G. R. Doucet and S. T. Payne acted as special mediators).

#### **Strike Action**

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767, International Association of Machinists and Aerospace Workers (employees of the mechanical, clerical and catering departments, and licensed and unlicensed personnel on the M.V. Inland) (strike commenced July 28) (see above).

#### **Strikes Terminated**

1. Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (strike terminated July 17 with the assistance of D. S. Tysoe) (L. G., Sept., p. 532).

2. Smeed's Moving and Storage Ltd., Regina, Sask., and Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (strike terminated July 3 with the mediation assistance of A. E. Koppel) (L. G., Sept., p. 532).



# Certification Before The CLRB

The Canada Labour Relations Board met for five days during July, at which time it granted 15 applications for certification, rejected four, and ordered three representation votes. It granted one application for revocation of certification and rejected one; one request for the review of an earlier decision was granted, and two such requests were denied. During the month, it received 15 applications for certification and one application for revocation. It allowed the withdrawal of two applications for certification and one request for review of an earlier decision.

## Applications for Certification Granted

1. Canadian Marine Officers Union on behalf of a unit of marine engineers employed by Agence Maritime Inc., Quebec, Que. (L. G. 1968, p. 543) (Reasons for Judgment issued\*).

2. Brotherhood of Railway Carmen of the United States and Canada on behalf of a unit of garage employees employed in Newfoundland Area by Canadian National Railways, Montreal, Que. (L. G., Sept., p. 530). The United Transportation Union had also applied for certification on behalf of this group, and a vote was taken with both unions named on the ballot. Other interveners were the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, and the International Association of Machinists and Aerospace Workers.

3. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and

Helpers of America, on behalf of a unit of truck drivers employed by Richardson Transport Ltd., Calgary, Alta. (L. G., July, p. 400).

4. Air Line Employees Association, International, on behalf of a unit of passenger service employees employed in Canada by North Central Airlines, Inc., Minneapolis, Minn., U.S.A. (L. G., July, p. 400).

5. Le Syndicat général du cinéma et de la télévision (CSN) (Section Radio-Canada) on behalf of a unit of employees of Les Services Ménagers Roy Ltée, Montréal, Qué., engaged in the performance of a contract for service with the Canadian Broadcasting Corporation (L. G., Sept., p. 531). The Building Service Employees Union, Local 298, had intervened.

6. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Moncton Broadcasting Limited, Moncton, N.B., employed in radio, television and transmitter stations at various locations in New Brunswick (L. G., July, p. 401). Certain employees of the company had intervened.

7. International Association of Machinists and Aerospace Workers on behalf of a unit of office and clerical employees employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (L. G., July, p. 401).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy construction equipment employees employed by Gardiner Brothers Construction, Whitehorse, Y.T. (L. G., Aug., p. 472).

9. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Gifco Western Ltd., Whitehorse, Y.T. (L. G., Aug., p. 472).

10. International Chemical Workers Union, Local 552, on behalf of a unit of personnel employed in its Komoka Branch by Maple Leaf Mills Limited, Toronto, Ont. (L. G., Aug., p. 472).

\*Full text appears in Supplement No. 6, 1969.

11. United Transportation Union on behalf of a unit of dispatchers and crew clerks employed by the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L. G., Aug., p. 472).

12. International Union of Operating Engineers, Local 115, Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of employees of Canada Bridge Ltd., Whitehorse, Y.T. (L. G., Aug., p. 472).

13. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of AirWest Air Lines, Ltd., Vancouver International Airport, B.C. (L. G., Aug., p. 472).

14. Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of employees of Dawson Construction (Northern) Ltd., Whitehorse, Y.T. (L. G., Sept., p. 531).

15. Public Service Alliance of Canada on behalf of a unit of employees of Crown Assets Disposal Corporation, Ottawa, Ont. (L. G., Oct., p. 612).

#### **Applications for Certification Rejected**

1. Burin Seafood Workers, Local 1251, Amalgamated Meat Cutters and Butcher Workmen of North America, applicant, and Fishery Products Limited, St. John's, Nfld., respondent (L. G., Apr., p. 243). The application was rejected because the Board found the applicant did not have as members a majority of the crew members in the bargaining unit proposed, and that, in view of this finding, it was not necessary to make a determination on the other issues raised in the proceedings.

2. General Truck Drivers Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Tudhope Cartage Limited, Parry Sound, Ont., respondent, and Bruce Epps, intervener (L. G., Aug., p. 472). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board (see Item 3, Requests for Review under Sec. 61(2), below).

3. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and W. D. Calderone, Scarborough, Ont., respondent (L. G., Sept., p. 531). The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

4. General Truck Drivers and Helpers Union, Local 31, General Teamsters Union, Local 181, Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Rempel-Trail Transportation Ltd., Edmonton, Alta., respondent, Professional Transport Workers' Union of Canada, intervener, Donald I. McLeod, et al., interveners, and G. W. Young, et al., interveners (L. G., Aug., p. 473). The Board denied a request made by the applicant for permission to withdraw the application, and rejected it because of the number of parties involved and because the investigation and processing of the application was at such a late stage when the request for withdrawal was received.

#### **Representation Votes Ordered**

1. Office and Technical Employees Union, Local 15, Office and Professional Employees International Union, applicant, and Kingsway Freightlines Limited, Calgary, Alta., respondent (Returning Officer: A. A. Franklin) (L. G., Aug., p. 472).

2. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Grimshaw Trucking & Distributing Ltd., Edmonton, Alta., respondent (Returning Officers: D. H. Cameron and A. A. Franklin) (L. G., Aug., p. 473).

3. Labourers' International Union of North America, Local 183, applicant and intervener, United Steelworkers of America, applicant and intervener, and Agnew Lake Mines Limited, Espanola, Ont., respondent (L. G., June, p. 345; July, p. 400). The Board directed that the names of both applicants appear on the ballot. (Returning Officer: K. Hulse) (Reasons for Judgment issued\*).

\*Full text appears in Supplement No. 5, 1969.



## Application for Revocation Granted

Rod Service Ltée-Ltd., Montreal, Que., applicant, and Le Syndicat National des Employés de Rod Service (CSN), respondent (L. G., Aug., p. 473). The application was for revocation of the Board's order of November 19, 1965, certifying the respondent union as bargaining agent for a unit of mail truck drivers who are no longer employed by the applicant company.

## Application for Revocation Rejected

W. O. McCamon, et al., applicants, McKee Moving & Storage Co. Ltd., Saskatoon, Sask., respondent company, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union (L. G., Sept., p. 531). The Board found that the application for revocation was not supported by a majority of the employees affected.

## Requests for Review under Sec. 61 (2)

1. The Board granted requests by Luc Gendreau and Jean Louis Boisseau requesting that the classification of salesman be deleted from the bargaining unit described in the certification issued by the Board on June 6, 1953, that certified Le Syndicat National des employés de la Voix de l'Est (CSN) as bargaining agent for a unit of employees of La Voix de l'Est Ltée, Granby, Que. at Radio Station CHEF (L. G., Sept., p. 531).

2. The Board denied a request by the International Association of Machinists and Aerospace Workers seeking amendment of the certificate issued to it on August 27, 1948 (as amended October 12, 1967) that certified it as bargaining agent of a unit of employees of Canadian Pacific Air Lines, Limited, Vancouver International Airport, B.C. The union sought amendment of the certificate by adding employees in the Publications and Training Department classified as Clerk II, Typist II, Publications and Training Clerk, and Certification Publication Clerk. The Board found that the employees concerned do not constitute a group that is appropriate for inclusion in the existing bargaining unit of employees represented by the applicant, nor do they constitute in themselves a separately appropriate bargaining unit (L. G., Aug., p. 473).

3. The Board denied a request by General Truck Drivers Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America that the Board re-consider its order that a representation vote be taken in connection with an application for certification as bargaining agent made by the union, and affecting employees of Tudhope Cartage Limited, Parry Sound, Ont. (L. G., Aug., p.

472). (See also Item 2, Applications for Certification Rejected, above) (Reasons for Judgment issued\*).

## Applications for Certification Received

1. United Radio and Television Workers Union, Local 291 (CLC) on behalf of a unit of employees of CKAC Limited, Montreal, Que., employed at Radio Station CKAC (Investigating Officer: S. T. Payne).

2. Public Service Alliance of Canada on behalf of a unit of employees of Crown Assets Disposal Corporation, Ottawa, Ont. (Investigating Officer: G. A. Plante) (see Applications for Certification Granted, above).

3. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Nanaimo Bulldozing Co. Ltd., Whitehorse, Y.T. (Investigating Officer: D. H. Cameron) (see Applications for Certification Withdrawn, below).

4. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Jack Lepine, carrying on business under the name and style of Jack Pine Trucking, Dawson Creek, B.C. (Investigating Officer: D. H. Cameron).

5. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamster, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of personnel employed at Dawson Creek, B.C., by Rempel-Trail Transportation Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

6. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of personnel employed at Burnaby, B.C., by Rempel-Trail Transportation Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

7. Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, on behalf of a unit of personnel employed in the Yukon Territory by Midwest Drilling Company, Winnipeg, Man. (Investigating Officer: D. H. Cameron).

\*Full text appears in Supplement No. 6, 1969.

8. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators employed in the Yukon Territory by Nanaimo Bulldozing Co. Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

9. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (Investigating Officer: G. R. Doucet).

10. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of restaurant personnel employed by Cara Operations Ltd., Port aux Basques, Nfld. (Investigating Officer: W. J. Gillies).

11. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 488, on behalf of a unit of employees in the Yukon and Northwest Territories employed by Stearns-Roger Canada Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

12. American Federation of Grain Millers, Local 313, on behalf of a unit of feed mill employees employed by Spruceleigh Farms (Division of Canada Packers), Brantford, Ont. (Investigating Officer: H. A. Fisher).

13. Syndicat National des Employers du Transport postal (CSN) on behalf of a unit of employees of G. Lapalme Inc., Montreal, Que. (Investigating Officer: G. A. Plante).

14. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Strachan Trucking, Dawson City, Y.T. (Investigating Officer: A. A. Franklin).

15. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hubert Cartage Inc., Ste-Thérèse, Que. (Investigating Officer: G. A. Plante).

#### **Application for Revocation Received**

Robert Laflamme, et al., applicants, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent union, and Curry Moving & Warehousing Ltd., Ottawa, Ont., respondent company. The application seeks revocation of the Board's order of June 13, 1968, certifying the respondent union as the bargaining agent of a unit of drivers and other employees working in or out of Ottawa and employed by the respondent company (L. G., Sept. 1968, p. 543).

#### **Applications for Certification Withdrawn**

1. Canadian Telecommunications Union, Division No. 43, United Telegraph Workers, applicant, and Canadian National Railways (Telecommunications Department), respondent (L. G., July, p. 401).

2. Building Materials, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Nanaimo Bulldozing Co. Ltd., Vancouver, B.C., respondent (L. G., Oct., p. 612).

#### **Request for Review Withdrawn**

International Association of Machinists and Aerospace Workers (formerly International Association of Machinists), applicant, and TransAir Limited, Winnipeg, Man., respondent (L. G., Sept., p. 531).



# General Topics

■ A Labour Day message arrived from David A. Morse, Director-General of the ILO, just in time for inclusion in this issue of *The Labour Gazette*. Said Mr. Morse:

**My warmest greetings to the workers of Canada as they pause on Labour Day to review another year of achievement, and look ahead to the tasks of the future.**

Canada has given the ILO steadfast support in its efforts to promote social justice since the organization was founded 50 years ago. Nor can ILO ever forget the hospitality provided for its headquarters in Montreal during the years of World War II.



This year, the ILO is marking the start of its second half-century by launching a World Employment Program to help nations provide work for their unemployed and for the many millions of additional workers who will swell the world's population in the next decade. The major long-range threat to world peace lies in the developing regions of the world, whose people are demanding a better deal from life. There can be no greater contribution to the assurance of peace than assistance toward their achievement of that better life from the ILO, and from the labour movements of the world's industrially advanced countries. I know that we can count on the support of Canada's labour movement in this great undertaking.

## Unemployment Insurance Fund

**During June, 26,312 investigations concerning unemployment insurance benefit were terminated across Canada.** Of these, 20,608 were conducted on premises, and 3,344 were selective investigations of claims to verify the fulfilment of statutory conditions. The remaining 576 formal investigations and 1,784 postaudit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications, as a result of claimants making false statements or misrepresentations numbered 1,408. **Prosecutions were commenced in 146 cases, all against claimants.** These do not include employer prosecutions commenced by the Revenue Branch, and they do not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in June totalled \$52,479,724.88 compared with \$48,048,251.15 in May and \$36,345,754.99 in June 1968. Benefits paid in June totalled \$26,496,524.99 compared with \$52,886,233.53 in May and \$23,400,578.10 in June 1968. The balance in the Fund on June 30, 1969 was \$386,490,504.36 compared with \$360,507,322.47 on May 30 and \$279,111,028.85 at the end of June 1968.



## Employment Review for July

The labour force increased by 147,000 to 8,550,000 between June and July, a substantially smaller increase than is usual for this time of year. **Employment rose by 181,000 to 8,201,000, a smaller-than-usual advance. Unemployment declined more than seasonally, by 34,000 to 349,000.** Compared with a year ago, the labour force was 227,000 (or 2.7 per cent) higher; employment showed a gain of 249,000 (or 3.1 per cent) and there were 22,000 fewer unemployed.

### Employment

The 181,000 increase in employment between June and July was the result of a 198,000 gain in the employment of teen-agers, and a decrease of 17,000 in the employment of persons 20 years of age and over. The employment of teen-agers has increased by 363,000 since April, compared with an increase of 370,000 during the same period last year. **The decline in adult employment from June to July was related to the withdrawal of substantial numbers of married women from the labour force during the summer vacation period.**

Farm employment increased by 64,000 between June and July. Among other industries, the largest increases were: manufacturing, 53,000; construction, 48,000; trade, 43,000; and public administration, 32,000. Employment in community, business and personal service declined by 48,000.

There were increases in all regions except British Columbia, where there was little change. Ontario and Quebec showed gains of 73,000 and 65,000. Smaller increases were reported in the Prairies, 25,000; and the Atlantic provinces, 22,000; in a relative sense, the Atlantic provinces had the largest gain, 3.5 per cent.

**Compared with a year ago, the largest increase in employment occurred in manufacturing, 116,000.** Smaller gains occurred in public administration, 40,000; trade, 35,000; community, business and personal service, 34,000; finance, insurance and real estate, 29,000; and construction, 13,000. Farm employment declined by 12,000.

**Regionally, the largest relative increase in employment over the year took place in British Columbia, 4.5 per cent.** This compares with gains of 4.0 per cent in Ontario, 2.8 per cent in Quebec, and 2.3 per cent in the Prairies. There was virtually no change in the Atlantic region.

### Unemployment

The number of unemployed persons declined by 34,000 between June and July. About a third of this reduction occurred among teen-agers. **Compared with a year ago, there were 22,000 fewer unemployed persons in Canada. Nearly half of this decline took place among teen-agers.** Of the total unemployed in July this year, 122,000 or 35 per cent, had been unemployed for less than one month, 38 per cent for one to three months, and 27 per cent for four months or more. Unemployment in July 1969 represented 4.1 per cent of the labour force, compared with 4.5 in July 1968, and 3.5 per cent in July 1967.

## Wage Schedules—June

During June, the Department of Labour prepared 343 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services. In the same period, 200 contracts in these categories were awarded. In addition, 307 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Post Office, Public Works, Supply and Services, and Transport.

**A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.**

Contracts awarded in June for manufacture of supplies and equipment were:

<i>Department</i>	<i>No. of Contracts</i>	<i>Aggregate Amount</i>
Indian Affairs and Northern Development	1	\$ 48,900.00
Post Office	7	54,580.10
Public Works	1	154,463.51
Supply and Services	91	534,104.00

**During June, the sum of \$4,175.10 was collected from 11 contractors for wage arrears owing their employees as a result of the failure of the contractors or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract.** This amount is for distribution to the 76 workers concerned.



# Publications in the Library

## List No. 247

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in The Labour Gazette.

### Accident prevention

■ **No. 1—U.S. Bureau of Labor Standards.** Chemistry for the safety man. Rev. ed. Washington, GPO, 1968. 26 p.  
Safety in industry; environmental and chemical hazards series.

■ **No. 2—U.S. Bureau of Labor Standards.** Safety and health regulations for ship repairing. Washington, GPO, 1968. 47 p.

### Business

■ **No. 3—Harvard Business Review.** New decision-making tools for managers; mathematical programming as an aid in the solving of business problems. Edited by Edward C. Bursk [and] John F. Chapman. New York, New American Library, 1965. 413 p.

■ **No. 4—National Industrial Conference Board.** Concentration and productivity; some preliminary problems and findings, by Betty Bock and Jack Farkas. New York, 1969. 170 p.

"The study compares the productivity of the first-4 and the first-8 companies in each manufacturing industry with that of other companies in the same industry and then goes on to examine the relations between industry productivity and industry concentration."

■ **No. 5—U.S. Small Business Administration.** Starting and managing a small shoe service shop, by Glenn Johnson. Washington [G.P.O., 1968], 86 p.  
Starting and managing series, v. 16.

### Industrial relations

■ **No. 6—Canada. Department of Labour.** Labour and industrial relations research in Canada; progress report. December 1968. La recherche sur le travail et les relations industrielles aux Canada; état des travaux. Décembre 1968. Ottawa, Queen's Printer; Imprimeur de la Reine, 1969. 32 p.

### International agencies

■ **No. 7—Commission des Communautés Européennes.** Deuxième rapport général sur l'activité des Communautés, 1968. Bruxelles, 1969. 500 p.  
Au dessus du titre: Communauté Européenne du Charbon et de l'Acier. Communauté Economique Européenne. Communauté Européenne de l'Energie Atomique. Commission.

■ **No. 8—International Labour Office.** General review of the reports of the Working Party on the program and structure of the ILO submitted to the Conference by the Governing Body. Ninth item on the agenda. Geneva, 1969. 305 p.  
At head of title: Report 9. International Labour Conference. 53rd sess., Geneva, 1969.

### Labour laws and legislation

■ **No. 9—India. Laws, statutes, etc.** Laws of industrial adjudications in India: a case-noted commentary on the industrial dispute act, 1947, Payment of bonus act and the industrial employment (standing orders) act, 1946, by S. C. Chakravarti. [3d ed.], Calcutta, Eastern Law House Private limited, 1968. xx, 317 p.

■ **No. 10—U.S. Bureau of Labor Standards.** Annual digest of State and Federal labor legislation, 1967. Washington, GPO, 1968. 138 p.

### Labour organization

■ **No. 11—Allen, Victor Leonard.** Militant trade unionism; a reanalysis of industrial action in an inflationary situation. London, Merlin Press, 1966. 175 p.

■ **No. 12—Frow, Edmund.** 1868: year of the unions; a documentary survey. Edited, with an introduction and notes by Edmund Frow & Michael Katanka. New York, Augustus M. Kelley, 1968. [184] p. Contains (1) a report of the first Trades Union Congress, held in Manchester in 1868, taken from contemporary newspaper accounts; (2) evidence presented to the Royal Commission on Trades Unions, 1867; (3) a review of the First Report of the Royal Commission on Trades Unions, 1867; (4) accounts of the labour movement in 1868. A brief summary of principal personalities and events in 1868 is included.

### Labour supply

■ **No. 13—Fuller, Varden.** Rural manpower policy. Washington, U.S. Dept. of Labor, Manpower Administration, 1968. 30 p. Seminar on Manpower Policy and Program. Proceedings. "Condensed transcript of the seminar held in Washington, D.C., June 13, 1968."

■ **No. 14—Meltz, Noah Murray.** Study of labour market information systems; final report. Ottawa, Canada Dept. of Manpower and Immigration, 1968. iv, 238 p. Professor Meltz carried out this study as a consultant to the Department of Manpower and Immigration.

■ **No. 15—Organization for Economic Co-operation and Development.** The long-term unemployed, a comparative survey, by Adrian Sinfield. Paris, 1968. 101 p. The purpose of this study is "to define the size and characteristics of the group of long-term unemployed, the causes and effects of their unemployment, and the policies needed to help them to become self supporting."

### Labouring classes

■ **No. 16—Ontario. Department of Labour. Research Branch.** Provisions of collective agreements in the Ontario construction industry. Toronto, 1969. 203 p.

■ **No. 17—U.S. Bureau of Labor Statistics.** Employee earnings and hours in retail trade, June 1966. Washington, GPO, 1968. 86 p.

■ **No. 18—U.S. Bureau of Labor Statistics.** Work stoppages in contract construction, 1946-66. Washington, GPO, 1968. 27 p.

### Science

■ **No. 19—Jackson, R. W.** Background studies in science policy: projections of R&D manpower and expenditure, by R. W. Jackson, D. W. Henderson and B. Leung. [Ottawa, Queen's Printer, 1969] viii, 85 p.

■ **No. 20—U.S. Bureau of Labor Statistics.** Scientific and technical personnel in industry, 1961-1966. Washington, GPO, 1968. 87 p.

■ **No. 21—U.S. National Science Foundation.** Federal funds for research, development, and other scientific activities, fiscal years 1967, 1968 and 1969. Volume 17. Washington, GPO, 1968. 259 p.

### Women — Employment

■ **No. 22—Lembeck, Ruth.** 380 part-time jobs for women; the step-by-step guide that helps you get started in part-time or at-home work. New York, Dell Pub. Co., 1968. 396 p.

### Miscellaneous

■ **No. 23—Canadian Welfare Council.** Social policies for Canada. Pt. 1. Ottawa, [1969]. 78 p. This publication considers policies and programs in four broad areas: social rights; social security [i.e. income security]; social services such as health and housing, and social welfare services such as child care, counselling, day care and home-makers; and international development.

■ **No. 24—Melvin, James Rae.** Effective protection in the Canadian economy, by James R. Melvin and Bruce W. Wilkinson. Ottawa, Queen's Printer, 1968. 81 p.

■ **No. 25—Prices:** issues in theory, practices, and public policy. Contributors: R. M. Cyert [and others]. Edited by Almarin Phillips and Oliver E. Williamson. Philadelphia, University of Pennsylvania Press, [1968, 1967]. 253 p.

"Essays . . . presented at a conference at the University of Pennsylvania in October 1966."

■ **No. 26—Shouksmith, George.** Assessment through interviewing: a handbook for individual interviewing and group selection techniques. [1st ed.] Oxford, New York, Pergamon Press, 1968. viii, 120 p.



# Statistics Section

## Labour Statistics

Labour Statistics			Percentage Change From	
Principal Items	Date	Amount	Previous Month	Previous Year
(in thousands)				
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 19, 1969.....		8,550	+ 1.7	+ 2.7
Employed.....		8,201	+ 2.3	+ 3.1
Agriculture.....		644	+11.0	- 1.8
Non-agriculture.....		7,557	+ 1.6	+ 3.6
Paid workers.....		7,051	+ 2.3	+ 3.3
At work 35 hours or more.....		5,894	- 9.3	+ 1.7
At work less than 35 hours.....		976	-16.7	+ 3.3
Employed but not at work.....		1,331	+282.5	+ 9.6
Unemployed.....		349	- 8.9	- 5.9
Atlantic.....		42	+ 2.4	+13.5
Quebec.....		139	- 8.6	+ 6.9
Ontario.....		96	-20.7	-20.0
Prairie.....		38	+15.2	- 7.3
Pacific.....		34	- 5.6	-20.9
Without work and seeking work.....		329	-10.4	- 6.3
On temporary layoff up to 30 days.....		20	+25.0	0.0
INDUSTRIAL EMPLOYMENT (1961 = 100).....				
Manufacturing employment (1961 = 100).....	June	129.8	+ 2.3	+ 4.2
	June	128.5	+ 1.7	+ 4.2
IMMIGRATION.....				
Destined to the labour force.....	1st Quarter/69	30,788	—	-13.5
	1st Quarter/69	16,764	—	-11.1
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	July	113	-15.0	-17.5
No. of workers involved.....	July	70,723	+15.2	+13.9
Duration in man days.....	July	1,058,150	+16.1	+21.9
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	†June	\$118.12	+ 0.7	+ 7.4
Average hourly earnings (mfg.).....	†June	\$ 2.78	+ 0.4	+ 8.2
Average hours worked per week (mfg.).....	†June	40.1	- 1.0	- 0.7
Average weekly wages (mfg.).....	†June	\$111.79	- 0.2	+ 7.6
Consumer price index (1961 = 100).....	July	126.4	+ 0.4	+ 5.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)†....	May	119.5	+ 2.6	+ 2.0
Total labour income (thousands of dollars).....	April	3,149	+ 1.5	+11.7
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100).....	June	167.3	+ 0.2	+ 4.5
Manufacturing.....	June	169.3	+ 0.4	+ 5.7
Durables.....	June	191.0	+ 0.2	+ 7.4
Non-durables.....	June	151.5	+ 0.6	+ 4.2
NEW RESIDENTIAL CONSTRUCTION‡				
Starts.....	June	18,787	+11.7	+ 3.3
Completions.....	June	13,147	-20.1	+46.9
Under construction.....	June	115,909	+ 4.5	+26.8

\* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force* a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Centres of 10,000 population or more.

# Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

## A—Labour Force

Table A-1—Regional Distribution, Week Ended July 19, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
(in thousands)						
THE LABOUR FORCE.....	8,550	697	2,408	3,170	1,411	864
Men.....	5,867	490	1,674	2,128	984	591
Women.....	2,683	207	734	1,042	427	273
14-19 years.....	1,171	107	334	397	213	120
20-24 years.....	1,337	134	423	452	208	120
25-44 years.....	3,441	242	992	1,322	525	360
45-64 years.....	2,385	198	609	915	419	244
65 years and over.....	216	16	50	84	46	20
EMPLOYED.....	8,201	655	2,269	3,074	1,373	830
Men.....	5,613	456	1,568	2,062	958	569
Women.....	2,588	199	701	1,012	415	261
Agriculture.....	644	32	142	166	274	30
Non-agriculture.....	7,557	623	2,127	2,908	1,099	800
Paid workers.....	7,051	570	1,963	2,735	1,033	750
Men.....	4,690	389	1,335	1,790	667	509
Women.....	2,361	181	628	945	366	241
UNEMPLOYED.....	349	42	139	96	38	34
Men.....	254	34	106	66	26	22
Women.....	95	*	33	30	12	12
PERSONS NOT IN LABOUR FORCE.....	6,101	665	1,796	2,065	963	612
Men.....	1,395	185	400	455	213	142
Women.....	4,706	480	1,396	1,610	750	470

\* Less than 10,000 SOURCE: Labour Force Survey, DBS.



**Table A-2—Age, Sex and Marital Status, Week Ended July 19, 1969**

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*.....	14,651	2,428	4,161	1,154	4,250	1,120	1,538
LABOUR FORCE.....	8,550	1,171	3,989	1,027	1,359	788	216
Employed.....	8,201	1,038	3,895	958	1,336	765	209
Unemployed.....	349	133	94	69	23	23	**
NOT IN LABOUR FORCE.....	6,101	1,257	172	127	2,891	332	1,322
PARTICIPATION RATE..							
1969—July 19.....	58.4	48.2	95.9	89.0	32.0	70.4	14.0
June 21.....	57.5	40.6	96.1	87.9	32.9	71.6	14.5
UNEMPLOYMENT RATE..							
1969—July 19.....	4.1	11.4	2.4	6.7	1.7	2.9	**
June 21.....	4.6	14.6	2.6	7.1	2.1	2.7	**

\* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

\*\* Less than 10,000 unemployed.

SOURCE: Labour Force Survey, DBS.

**Table A-3—Unemployed, Week Ended July 19, 1969**

	July 1969	June 1969	July 1968
(in thousands)			
TOTAL UNEMPLOYED	349	383	371
On temporary layoff up to 30 days	20	16	20
Without work and seeking work	329	367	351
Seeking			
Full-time work	304	338	312
Part-time work	25	29	39
Under 1 month	102	150	103
1-3 months	131	104	147
4-6 months	35	50	45
More than 6 months	61	63	56

SOURCE: Labour Force Survey, DBS.

## B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									Totals ††
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation**	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
1968—May.....	72.6	757.5	247.9	34.8	218.0	52.8	407.0	952.6	152.2	2,919.3
June.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September.....	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November.....	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December.....	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January.....	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February.....	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March.....	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April*.....	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May†.....	74.7	841.6	272.0	37.8	225.9	57.9	462.7	1,086.7	169.5	3,252.4
June‡.....	77.0	856.5	296.6	48.9	232.0	59.2	480.3	1,096.5	189.0	3,365.0

### Seasonally Adjusted

1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—May.....	75.9	757.1	247.4	37.9	218.0	53.6	408.3	955.2	148.4	2,922.6
June.....	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July.....	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August.....	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September.....	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October.....	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November.....	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December.....	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January.....	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,019.1	161.6	3,113.3
February.....	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,040.5	164.5	3,162.5
March.....	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,039.6	165.7	3,187.2
April*.....	78.4	827.2	271.4	41.1	233.4	57.0	459.6	1,046.4	167.1	3,204.9
May†.....	74.9	838.8	272.3	40.7	223.9	58.4	463.2	1,074.1	170.3	3,239.5
June‡.....	74.9	842.2	291.3	45.0	217.6	58.6	473.7	1,061.7	172.8	3,261.3

\* Revised † Preliminary ‡ Advance

\*\* Includes post office wages and salaries †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*.



## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at April 1969, employers in the principal non-agricultural industries reported a total employment of 3,653,873. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a

sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

**Table C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite† ..			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
<b>AVERAGE</b>						
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.30	123.5	122.8	100.13
1967.....	122.6	131.4	102.79	123.2	130.6	106.53
1968†.....	122.7	140.4	109.88	122.1	140.3	114.42
1968—March.....	118.0	137.5	107.57	119.4	136.7	111.48
April.....	119.3	139.3	108.95	120.2	140.2	114.33
May.....	122.6*	139.9	109.46*	122.0	140.2	114.35
June.....	124.6	140.5	109.96	123.3	140.1	114.23
July.....	124.0	140.6	109.97	121.8	138.8	113.20
August.....	126.9	141.8	110.95*	125.3	140.4	114.48
September.....	126.7	143.8	112.52	125.7	143.6	117.08
October.....	126.0	144.3	112.90	124.5	144.8	118.08
November.....	125.7	144.9	113.37	124.0	145.5	118.70
December.....	122.7	140.5	109.94	121.4	140.9	114.92
1969—January.....	121.4	145.8	114.04	121.8	146.5	119.47
February.....	122.0*	147.2	115.20	122.5	148.1	120.80
March*.....	122.7	148.3	116.02	123.2	149.3	121.72
April†.....	123.3	148.5	116.21	123.6	149.4	121.82

\* Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Wages and Salaries* (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1969	March 1969	April 1968	April 1969	March 1969	April 1968
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	111.7	111.5	110.2	96.70	98.00	90.44
Newfoundland.....	110.7	110.7	112.6	103.55	105.88	99.25
Prince Edward Island.....	113.1	106.9	112.9	82.65	84.29	74.57
Nova Scotia.....	114.1	112.9	110.9	94.43	95.09	87.84
New Brunswick.....	109.3	110.7	107.4	96.37	97.62	89.40
Quebec.....	116.3	115.8	113.9	113.10	112.92	106.76
Ontario.....	128.9	128.1	123.8	120.03	119.55	112.61
Prairie Region.....	121.1	121.0	118.3	110.80	111.20	102.61
Manitoba.....	112.6	112.9	112.8	106.55	106.54	98.52
Saskatchewan.....	115.7	113.7	116.8	107.27	106.81	101.55
Alberta.....	130.5	130.9	123.6	115.19	116.17	106.20
British Columbia.....	132.5	131.6	124.6	127.09	126.29	119.37
CANADA.....	123.3	122.7	119.3	116.21	116.02	108.95
URBAN AREAS						
St. John's.....	133.2	130.1	129.9	91.72	90.38	87.01
Halifax.....	117.7	119.9	114.0	96.43	98.13	90.74
Sydney.....	96.0	95.1	99.2	97.86	100.28	93.02
Moncton.....	120.1	119.1	116.0	90.85	91.07	85.37
Saint John.....	112.5	116.5	108.2	93.34	97.58	87.02
Chicoutimi.....	108.4	106.7	102.5	131.62	128.86	124.79
Montreal.....	122.1	121.4	119.6	114.72	114.49	108.92
Quebec.....	115.8	116.3	111.0	98.30	98.25	93.00
Shawinigan.....	92.9	91.7	97.2	119.07	116.01	108.85
Sherbrooke.....	114.3	113.1	115.9	99.73	98.58	91.96
Trois-Rivières.....	111.3	108.9	109.1	105.86	104.65	98.02
Ottawa-Hull.....	133.7	131.7	124.7	107.50	107.79	101.63
Belleville.....	121.0	119.2	115.2	102.00	101.68	94.75
Brampton.....	274.3	270.8	256.4	120.04	119.35	110.75
Brantford.....	135.5	134.8	113.3	113.21	111.90	99.74
Fort William-Port Arthur.....	122.1	117.0	114.0	116.49	114.54	102.77
Guelph.....	140.7	139.4	136.8	108.90	107.42	100.97
Hamilton.....	123.4	122.1	118.7	121.96	120.78	116.20
Kingston.....	126.8	125.6	121.4	114.58	113.53	106.89
Kitchener.....	150.7	149.0	142.9	106.72	106.85	99.92
London.....	123.1	122.4	118.8	111.64	111.09	103.80
Niagara Falls.....	107.0	101.5	103.3	111.79	112.58	101.77
Oshawa.....	140.8	141.2	138.5	136.87	135.64	141.57
Peterborough.....	137.8	135.7	130.1	121.60	122.07	112.98
Sarnia.....	142.2	137.7	137.9	150.66	148.85	143.04
Sault Ste. Marie.....	125.0	122.3	116.2	129.94	131.48	123.24
Sudbury.....	125.3	123.9	112.4	140.25	137.73	129.73
St. Catharines.....	140.3	139.8	141.0	132.20	131.43	126.19
Timmins.....	70.0	70.1	75.6	102.69	106.37	99.37
Toronto.....	132.1	131.1	126.4	121.27	120.55	112.68
Welland.....	112.3	108.7	107.4	135.46	138.02	126.82
Windsor.....	150.7	149.4	149.7	135.37	134.74	131.93
Winnipeg.....	115.8	116.5	114.8	99.13	99.61	92.10
Regina.....	121.0	117.0	117.6	101.82	101.29	95.40
Saskatoon.....	139.7	136.9	139.6	101.03	101.01	94.18
Calgary.....	142.6	140.4	134.0	114.27	114.34	105.91
Edmonton.....	140.3	140.1	131.3	109.87	109.63	100.29
Vancouver.....	136.4	136.1	125.9	123.50	122.35	114.52
Victoria.....	131.2	130.3	119.9	110.40	109.60	102.89

\* Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



Table C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Adminis- tration and Defence**	Total Specified Industrie
			Non- Durables	Durables					Non com- mercial Sector†	Com- mercial Sector‡		
(in thousands)												
CANADA												
April 1969*	41.1	119.8	850.8	820.7	345.8	632.0	1,033.0	298.4	1,124.5	654.9	402.7	6,329.7
March 1969*	45.4	122.0	845.9	811.5	324.7	639.7	1,018.8	293.1	1,124.0	646.7	406.0	6,284.7
April 1968.....	43.3	117.1	813.2	772.1	332.1	635.1	943.8	269.7	1,048.4	578.4	397.1	5,958.7
NEWFOUNDLAND												
March 1969*	1.7	5.7	8.8	1.7	6.2	13.4	16.6	2.2	21.8	7.5	7.5	93.2
Feb. 1969*	1.8	5.6	8.6	1.7	6.3	13.8	16.2	2.1	21.8	7.4	7.5	93.1
March 1968.....	2.0	5.6	8.7	1.9	7.0	13.4	15.3	1.8	21.5	6.1	7.5	91.6
PRINCE EDWARD ISLAND												
March 1969*	—	—	1.4	0.3	1.2	2.6	4.0	0.6	6.0	1.5	2.0	19.6
Feb. 1969*	—	—	1.4	0.4	1.1	2.6	4.0	0.6	6.0	1.5	2.0	19.7
March 1968.....	—	—	1.4	0.4	1.2	2.7	3.6	0.6	5.8	1.5	2.1	19.3
NOVA SCOTIA												
March 1969*	1.8	6.8	17.5	13.6	12.2	23.6	32.0	6.9	38.6	14.6	20.5	188.1
Feb. 1969*	1.9	6.7	17.1	13.3	12.0	26.0	31.1	6.9	38.5	14.2	20.4	188.2
March 1968.....	1.8	7.1	16.9	14.2	9.6	22.3	28.7	6.4	37.3	12.5	18.8	175.6
NEW BRUNSWICK												
March 1969*	3.0	2.3	15.9	10.7	7.6	23.0	24.6	4.5	32.0	9.8	10.9	144.2
Feb. 1969*	2.9	2.3	16.1	10.5	7.7	23.0	24.4	4.5	31.8	9.6	11.1	143.9
March 1968.....	3.2	2.4	15.4	11.4	7.0	22.9	22.8	4.4	31.8	9.7	10.8	141.8
QUEBEC												
March 1969*	7.5	24.4	318.1	195.7	72.1	173.6	253.4	82.9	301.9	162.6	89.2	1,681.4
Feb. 1969*	9.9	23.9	320.8	194.4	70.6	171.9	252.6	81.1	300.9	161.2	89.7	1,676.8
March 1968.....	8.4	24.9	303.0	186.7	68.1	166.8	235.0	74.6	289.8	150.7	88.1	1,596.0
ONTARIO												
March 1969*	9.1	35.3	370.6	460.8	133.3	206.1	405.8	126.7	416.8	263.8	166.9	2,595.1
Feb. 1969*	10.5	35.1	369.8	455.9	132.0	205.4	401.7	125.6	418.2	259.6	169.2	2,583.2
March 1968.....	10.9	34.9	355.2	432.5	119.6	204.7	370.7	119.1	386.5	227.5	163.3	2,425.0
MANITOBA												
March 1969*	0.7	7.1	27.9	21.2	14.6	43.8	51.5	13.1	51.8	29.8	18.8	280.5
Feb. 1969*	0.7	6.9	28.0	20.2	13.7	44.2	51.8	12.9	50.0	29.7	18.9	276.9
March 1968.....	0.5	6.5	26.3	19.1	14.2	43.3	51.2	12.6	49.3	27.8	19.1	269.9
SASKATCHEWAN												
March 1969*	0.4	5.4	9.5	5.6	10.4	25.0	39.2	8.4	47.2	19.8	17.9	188.7
Feb. 1969*	0.5	5.5	9.4	5.2	12.1	25.2	38.9	8.3	48.2	19.9	17.4	190.7
March 1968.....	0.6	5.1	9.5	5.8	12.0	24.3	37.9	8.2	47.0	17.6	17.3	185.3
ALBERTA												
March 1969*	1.9	23.0	26.6	25.5	32.8	50.1	81.9	18.4	95.9	58.0	30.8	444.9
Feb. 1969*	2.0	22.6	26.3	25.9	32.4	48.3	79.5	18.4	98.7	59.2	31.0	444.2
March 1968.....	1.4	20.5	25.6	25.1	33.9	46.7	75.8	16.1	88.1	48.6	30.9	412.6
BRITISH COLUMBIA												
March 1969*	19.2	9.4	49.5	76.5	33.6	76.9	108.4	29.5	110.4	77.9	39.5	630.8
Feb. 1969*	16.8	9.5	49.7	75.4	33.2	75.6	105.0	29.2	106.4	75.1	39.3	615.2
March 1968.....	17.7	10.0	47.1	67.8	32.6	75.3	94.8	26.0	100.7	67.6	38.5	578.2

\* Preliminary. † Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households. ‡ Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services. \*\* Excludes non-civilian employees.

NOTE: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1969 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

**Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries**

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Apr. 1969	Mar. 1969	Apr. 1968	Apr. 1969	Mar. 1969	Apr. 1968
	(1961 = 100)			\$	\$	\$
<b>MINING, INCLUDING MILLING</b> .....	108.8	111.5	107.2	146.93	148.54	138.46
Metals.....	103.6	103.4	103.6	146.56	147.03	138.47
Mineral fuels.....	104.2	104.9	101.4	154.75	153.21	144.09
Non-metals except fuels.....	118.3	118.5	119.5	135.16	135.26	130.63
Quarries and sand pits.....	101.0	86.8	101.8	132.07	125.19	116.84
Services incidental to mining.....	145.7	182.8	132.1	152.72	164.02	144.88
<b>MANUFACTURING</b> .....	123.6	123.2	120.2	121.82	121.72	114.33
Durable goods.....	136.4	135.9	130.2	130.64	130.60	123.52
Non-durable goods.....	113.2	112.9	112.1	113.22	113.06	105.71
Food and beverages.....	102.7	100.5	104.1	107.99	108.89	101.17
Foods.....	101.6	99.4	103.0	104.43	105.44	98.31
Beverages.....	109.7	107.2	110.9	128.74	129.04	117.79
Tobacco processing and products.....	94.5	109.4	94.3	125.71	119.67	117.03
Rubber products.....	125.2	124.3	122.4	127.78	127.48	113.88
Leathers products.....	100.0	101.8	98.7	79.98	80.51	74.46
Textile products.....	120.6	118.5	116.6	101.54	101.65	94.73
Knitting mills.....	117.0	117.1	110.0	77.74	76.90	72.09
Clothing.....	108.1	110.1	108.9	75.56	76.16	70.08
Wood products.....	112.6	111.8	102.2	109.92	111.45	102.05
Furniture and fixtures.....	130.0	129.1	123.2	100.31	99.01	90.78
Paper and allied industries.....	117.8	118.4	116.1	140.75	139.77	132.02
Printing, publishing and allied industries.....	114.9	115.0	114.3	126.39	127.06	119.05
Primary metal industries.....	129.8	128.5	122.9	142.24	142.64	137.90
Metal fabricating industries.....	134.5	132.9	127.6	126.89	127.50	118.16
Machinery, except electrical.....	148.9	149.2	136.4	141.80	138.99	127.05
Transportation equipment.....	156.3	155.9	153.7	142.28	143.17	140.71
Electrical products.....	147.6	147.6	141.9	124.93	124.63	115.94
Non-metallic mineral products.....	113.2	115.3	115.2	129.43	126.63	117.93
Petroleum and coal products.....	102.7	102.5	102.2	179.22	172.31	166.85
Chemicals and chemical products.....	121.2	120.0	119.7	136.80	135.71	127.77
Miscellaneous manufacturing industries.....	143.0	142.6	135.3	105.00	105.25	97.95
<b>CONSTRUCTION</b> .....	110.8	104.7	111.5	146.54	145.86	136.93
Building.....	125.4	120.0	121.2	143.62	143.52	135.89
Engineering.....	85.6	78.4	94.6	153.92	152.06	139.24
<b>TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES</b> .....	109.1	109.1	107.7	128.75	129.27	119.98
Transportation.....	103.0	103.2	103.0	128.12	128.61	118.50
Storage.....	109.1	108.4	110.6	114.15	112.89	103.91
Communication.....	121.6	121.5	117.8	124.76	125.85	115.14
<b>TRADE</b> .....	133.1	132.4	126.1	92.62	91.80	85.62
Wholesale trade.....	126.1	125.3	119.5	116.25	115.77	106.74
Retail trade.....	137.0	136.3	129.8	80.63	79.64	74.83
<b>FINANCE, INSURANCE AND REAL ESTATE</b> .....	136.1	136.0	129.4	113.58	111.70	105.13
Financial institutions.....	140.3	140.2	131.7	111.68	109.30	102.27
Insurance and real estate.....	130.4	130.3	126.3	116.33	115.19	109.14
<b>SERVICE</b> .....	163.3	161.7	151.5	83.25	83.04	78.31
Recreational services.....	144.1	137.7	138.0	77.18	76.89	68.63
Business services.....	187.3	185.8	168.0	127.29	128.16	122.40
Personal services.....	149.0	148.1	140.5	61.67	61.50	57.74
Miscellaneous services.....	193.3	192.9	175.2	86.43	84.76	82.58
<b>INDUSTRIAL COMPOSITE</b> .....	123.3	122.7	119.3	116.21	116.02	108.95

\* Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).



Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1969	Mar. 1969	Apr. 1968	Apr. 1969	Mar. 1969	Apr. 1968	Apr. 1969	Mar. 1969	Apr. 1968
				\$	\$	\$	\$	\$	\$
MINING, INCLUDING MILLING.....	41.4	42.4	41.8	3.23	3.24	3.04	133.96	137.44	126.87
Metals.....	41.0	41.4	41.3	3.35	3.33	3.16	137.36	138.11	130.33
Mineral fuels.....	41.4	42.5	40.7	2.84	2.80	2.63	117.37	119.26	107.04
Non-metals, except fuels.....	42.8	42.6	43.5	2.96	2.97	2.89	126.80	126.49	125.43
Quarries and sand pits.....	47.0	44.8	47.2	2.70	2.66	2.39	126.69	119.22	112.81
Services incidental to mining.....	40.3	45.3	41.9	3.57	3.60	3.26	143.79	163.06	136.68
MANUFACTURING.....	40.3	40.5	40.7	2.75	2.74	2.56	110.77	110.97	104.28
Durable goods.....	40.8	41.1	41.4	2.95	2.94	2.77	120.55	120.74	114.65
Non-durable goods.....	39.7	40.0	39.9	2.53	2.52	2.35	100.66	100.88	93.98
Food and beverages.....	39.2	39.7	39.8	2.46	2.47	2.29	96.36	98.03	91.10
Foods.....	39.1	39.6	39.7	2.38	2.39	2.23	93.01	94.83	88.53
Beverages.....	40.1	40.3	40.7	3.01	3.01	2.70	120.62	121.26	109.76
Tobacco processing and products.....	36.4	38.3	37.7	3.10	2.81	2.80	112.58	107.47	105.56
Rubber products.....	42.0	41.9	41.1	2.86	2.86	2.54	120.28	120.03	104.57
Leather products.....	38.6	39.3	39.1	1.89	1.87	1.73	72.76	73.54	67.82
Textile products.....	41.6	41.8	41.1	2.17	2.16	2.03	90.06	90.31	83.34
Miscellaneous textiles.....	39.7	40.3	41.2	2.26	2.27	2.18	89.93	91.37	89.65
Knitting mills.....	40.8	40.5	41.4	1.68	1.68	1.53	68.40	67.97	63.54
Clothing.....	37.1	37.5	37.1	1.86	1.86	1.71	68.89	69.69	63.38
Wood products.....	39.8	40.5	40.2	2.63	2.63	2.41	104.69	106.47	96.84
Furniture and fixtures.....	41.9	41.9	41.3	2.20	2.17	2.01	92.05	90.87	82.83
Paper and allied industries.....	41.2	41.2	41.4	3.20	3.17	2.99	131.70	130.93	123.60
Pulp and Paper mills.....	41.4	41.3	41.6	3.48	3.46	3.24	144.33	142.75	134.64
Printing, publishing and allied industries.....	37.7	38.3	38.3	3.26	3.26	3.03	122.95	125.10	115.96
Primary metal industries.....	40.7	40.9	41.5	3.27	3.26	3.11	132.86	133.21	128.89
Iron and steel mills.....	40.3	40.5	41.2	3.39	3.39	3.26	136.62	137.18	134.21
Metal fabricating industries.....	41.1	41.6	41.0	2.90	2.89	2.69	119.49	120.30	110.45
Machinery, except electrical.....	41.6	41.8	41.2	3.16	3.12	2.81	131.28	130.53	115.86
Transportation equipment.....	40.6	41.0	43.1	3.26	3.25	3.12	132.19	132.97	134.20
Aircraft and parts.....	40.2	42.2	41.8	3.21	3.19	2.95	129.35	134.84	123.19
Motor vehicles.....	40.6	40.8	44.2	3.35	3.34	3.26	135.97	136.15	143.94
Assembling.....	40.8	40.8	47.1	3.62	3.59	3.51	147.48	146.49	165.43
Parts and accessories.....	40.1	40.7	41.5	3.20	3.19	3.07	128.08	129.74	127.41
Shipbuilding and repairing.....	39.9	39.9	40.7	3.24	3.22	2.98	129.41	128.66	121.25
Electrical products.....	40.3	40.3	40.1	2.67	2.67	2.49	107.57	107.56	99.72
Communications equipment.....	39.7	40.1	39.4	2.58	2.59	2.35	102.36	103.78	92.87
Non-metallic mineral products.....	42.5	41.8	42.0	2.89	2.83	2.63	122.84	118.31	110.59
Petroleum and coal products.....	44.1	42.0	42.8	3.87	3.70	3.62	170.39	155.69	154.74
Chemical and chemical products.....	40.6	40.5	40.9	2.92	2.90	2.71	118.78	117.55	111.09
Miscellaneous manufacturing industries.....	40.4	40.8	40.4	2.22	2.22	2.07	89.81	90.54	83.68
CONSTRUCTION.....	39.5	39.4	40.3	3.64	3.62	3.33	143.47	142.81	134.35
Building.....	38.3	38.5	39.3	3.67	3.66	3.40	140.69	140.77	133.50
General contractors.....	38.0	39.0	39.2	3.54	3.55	3.35	134.66	138.57	131.31
Special trade contractors.....	38.5	38.1	39.3	3.77	3.74	3.44	144.99	142.32	135.27
Engineering.....	42.5	42.2	42.7	3.55	3.52	3.19	150.76	148.43	136.31
Highways, bridges and streets.....	41.5	44.3	43.2	2.94	2.88	2.64	121.97	127.62	114.26
Other engineering.....	43.1	40.9	42.2	3.93	3.94	3.64	169.67	160.93	153.71
OTHER INDUSTRIES									
Urban transit.....	41.6	41.6	41.2	3.33	3.33	3.09	138.49	138.66	127.44
Highway and bridge maintenance.....	35.8	37.6	41.4	2.56	2.59	2.36	91.76	97.47	97.68
Laundries, cleaners and pressers.....	38.1	38.2	38.7	1.61	1.59	1.49	61.47	60.80	57.79
Hotels, restaurants and taverns.....	32.0	32.1	33.4	1.60	1.59	1.48	51.20	50.94	49.30

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average		\$	\$		
1964.....	41.0	2.02	79.51	106.8	103.7
1965.....	41.0	2.12	82.96	111.4	106.3
1966.....	40.8	2.25	86.94	116.8	108.8
1967.....	40.3	2.40	91.65	123.1	110.5
1968†.....	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—March.....	40.1	2.51	100.63	135.2	113.2
April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.52	140.4	117.2
June.....	40.4	2.57	103.94	139.6	115.9
July.....	40.0	2.56	102.23	137.3	113.7
August.....	40.4	2.59	104.63	140.5	116.1
September.....	41.0	2.62	107.43	144.3	118.9
October.....	40.9	2.64	108.22	145.4	119.2
November.....	40.9	2.66	108.68	146.0	119.4
December.....	38.0	2.70	102.56	137.8	112.4
1969—January.....	40.1	2.71	108.42	145.6	118.8
February*.....	40.3	2.72	109.65	147.3	119.5
March*.....	40.5	2.74	110.97	149.1	119.6
April†.....	40.3	2.75	110.77	148.8	119.1

\* Revised.    † Preliminary.  
NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.  
SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Apr. 1969	Mar. 1969	Apr. 1968	Apr. 1969	Mar. 1969	Apr. 1968
				\$	\$	\$
Newfoundland.....	41.1	40.1	43.6	2.04	2.23	2.07
Nova Scotia.....	39.9	40.8	40.9	2.16	2.19	2.07
New Brunswick.....	41.0	40.9	41.2	2.25	2.26	2.09
Quebec.....	41.1	41.4	41.2	2.47	2.45	2.31
Ontario.....	40.3	40.5	40.8	2.89	2.87	2.70
Manitoba.....	39.5	39.6	39.5	2.43	2.42	2.29
Saskatchewan.....	40.2	39.7	39.3	2.94	2.88	2.71
Alberta.....	39.1	39.9	39.2	2.81	2.77	2.62
British Columbia.....	37.7	38.2	37.9	3.41	3.41	3.20

\* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.  
NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.  
Latest figures subject to revision.  
SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).



## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the

UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data, see Technical Note, page 307, May issue.

**Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act\***

End of	Total	Employed	Claimants
1969—April.....	5,543,000	5,016,500	526,500
March.....	5,546,000	4,951,900	594,100
February.....	5,551,000	4,920,000	631,000
January.....	5,512,000	4,896,000	616,000
1968—December....	5,446,000	4,948,100	497,900
November....	5,411,000	5,069,400	341,600
October.....	5,346,000	5,081,500	264,500
September....	5,356,000	5,109,300	246,700
August.....	5,387,000	5,117,200	269,800
July.....	5,321,000	5,000,000	321,000
June†.....	5,316,000	5,024,900	291,100
May.....	4,812,040	4,455,610	356,430‡
April.....	4,859,000	4,284,000	575,000

\* May 1968 to March 1969 revised on the basis of book renewal at June 1, 1968.

† Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 a year.

‡ The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

**Table E-4—Benefit Payments, by Province, May 1969**

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	89,710	2,815,777
Prince Edward Island.....	13,331	367,921
Nova Scotia.....	83,305	2,400,438
New Brunswick.....	89,521	2,723,674
Quebec.....	569,255	18,400,555
Ontario.....	475,861	14,568,211
Manitoba.....	66,741	1,966,211
Saskatchewan.....	58,238	1,782,516
Alberta.....	68,083	2,139,496
British Columbia.....	179,741	5,683,741
Total, Canada, May 1969.....	1,693,786	52,848,540
Total, Canada, April 1969.....	1,961,217	61,890,539
Total, Canada, May 1968.....	1,778,939	46,278,029

**Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province**

Province	May 1969			May 1968		
	Total*	Initial	Renewal	Total	Initial	Renewal
CANADA.....	125,341	95,625	29,716	123,880	92,372	31,508
Newfoundland.....	4,414	3,776	638	4,298	3,672	626
Prince Edward Island.....	416	357	59	554	468	86
Nova Scotia.....	4,973	3,812	1,161	4,623	3,415	1,208
New Brunswick.....	4,569	3,674	895	4,769	3,832	937
Quebec.....	43,667	33,440	10,227	42,483	30,953	11,530
Ontario.....	42,597	31,637	10,960	39,588	29,405	10,183
Manitoba.....	3,876	3,140	736	3,804	2,985	819
Saskatchewan.....	2,815	2,318	497	2,250	1,829	421
Alberta.....	4,541	3,601	940	5,054	3,976	1,078
British Columbia.....	13,473	9,870	3,603	16,457	11,837	4,620

\* In addition, revised claims received numbered 29,562.

**Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at May 30, 1969**

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants May 31, 1968
		1-4	5-13	14-26	27 or more*	
CANADA.....	304,982	105,946	85,134	78,606	35,296	321,411
Male.....	195,578	72,687	56,896	48,723	17,272	205,672
Female.....	109,404	33,259	28,238	29,883	18,024	115,739
NEWFOUNDLAND.....	11,580	3,190	3,868	3,559	963	11,326
Male.....	9,735	2,815	3,320	2,920	680	9,453
Female.....	1,845	375	548	639	283	1,873
PRINCE EDWARD ISLAND.....	1,131	204	352	450	125	1,351
Male.....	781	159	255	279	88	906
Female.....	350	45	97	171	37	445
NOVA SCOTIA.....	13,372	4,480	3,140	4,118	1,634	13,025
Male.....	9,951	3,666	2,429	2,905	951	9,326
Female.....	3,421	814	711	1,213	683	3,699
NEW BRUNSWICK.....	12,397	3,325	4,027	3,646	1,399	12,035
Male.....	8,634	2,479	3,082	2,319	754	8,594
Female.....	3,763	846	945	1,327	645	3,441
QUEBEC.....	103,280	34,634	29,816	28,307	10,523	109,102
Male.....	70,894	24,195	21,738	19,540	5,421	76,065
Female.....	32,386	10,439	8,078	8,767	5,102	33,037
ONTARIO.....	98,414	38,231	25,920	21,756	12,507	103,176
Male.....	56,302	24,817	14,674	11,283	5,528	56,437
Female.....	42,112	13,414	11,246	10,473	6,979	46,739
MANITOBA.....	11,255	3,638	3,112	2,902	1,603	10,830
Male.....	6,412	2,116	1,782	1,696	818	6,256
Female.....	4,843	1,522	1,330	1,206	785	4,574
SASKATCHEWAN.....	8,129	1,897	2,594	2,642	996	6,721
Male.....	5,269	1,334	1,792	1,656	487	4,310
Female.....	2,860	563	802	986	509	2,411
ALBERTA.....	12,058	4,254	3,162	3,338	1,304	13,635
Male.....	7,322	2,863	2,012	1,862	585	8,567
Female.....	4,736	1,391	1,150	1,476	719	5,068
BRITISH COLUMBIA.....	33,366	12,093	9,143	7,888	4,242	40,210
Male.....	20,278	8,243	5,812	4,263	1,960	25,758
Female.....	13,088	3,850	3,331	3,625	2,282	14,452

\* The bulk of the cases in this group were on claim from 27-39 weeks.  
NOTE: Values less than 50 subject to relatively large sampling variability.



## F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans- portation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—July.....	120.4	122.5	118.8	121.0	115.1	128.0	119.6	121.3
August.....	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September.....	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October.....	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February.....	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March.....	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April.....	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May.....	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June.....	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July.....	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
July.....	163.3*							
(1949 = 100)								

\* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.  
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—July, 1969

	All-Items							Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	July 69	June 69	July 68	Food	Housing	Clothing	Trans- portation			
(1961 = 100)										
St. John's, Nfld.....	120.0	119.9	116.7	121.5	113.4	126.6	111.8	128.6	110.2	143.6
Halifax.....	120.4	120.0	114.6	127.2	112.9	123.6	111.1	135.6	125.2	127.7
Saint John.....	121.0	120.3	115.9	126.8	112.9	127.3	117.9	128.7	126.7	126.6
Montreal.....	122.7	122.5	118.4	125.9	115.0	122.6	122.3	127.2	136.2	128.4
Ottawa.....	123.8	123.5	119.2	129.9	114.1	125.4	118.8	135.6	136.2	132.2
Toronto.....	124.9	124.5	120.0	128.0	118.1	127.9	126.5	134.0	123.5	130.1
Winnipeg.....	123.7	123.6	118.4	128.7	111.8	131.6	124.5	138.2	127.0	129.2
Saskatoon-Regina.....	120.5	120.1	116.1	127.6	113.6	125.5	113.2	125.0	127.3	121.8
Edmonton-Calgary.....	122.2	122.1	117.0	126.7	115.5	124.4	117.3	136.8	128.8	122.7
Vancouver.....	120.0	119.9	115.0	128.9	112.9	123.2	116.3	128.4	118.4	113.5

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices between cities.

# G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower

and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**Table G-1—Strikes and Lockouts, 1964-1969**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
*1968—July.....	36	137	62,069	867,810	0.59
August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
*1969—January.....	33	64	10,048	125,680	0.09
February.....	26	62	15,467	137,070	0.11
March.....	38	83	22,696	169,120	0.13
April.....	50	95	30,211	272,490	0.20
May.....	64	125	108,563	1,099,450	0.79
June.....	58	133	61,407	911,680	0.64
July.....	33	113	70,723	1,058,150	0.69

nary.

**Table G-2—Strikes and Lockouts, July 1969, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	410	9,020
Mines.....	8	3,434	65,990
Manufacturing.....	45	23,737	371,760
Construction.....	30	30,027	378,560
Transportation and utilities.....	10	8,028	157,060
Trade.....	13	4,824	73,720
Finance.....	—	—	—
Service.....	6	263	2,040
Public administration.....	—	—	—
ALL INDUSTRIES.....	113	70,723	1,058,150

**Table G-3—Strikes and Lockouts, July 1969, by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	3	600	9,420
Prince Edward Island.....	—	—	—
Nova Scotia.....	5	741	6,170
New Brunswick.....	1	17	10
Quebec.....	21	18,915	197,550
Ontario.....	56	36,755	594,800
Manitoba.....	1	35	770
Saskatchewan.....	2	69	1,530
Alberta.....	6	628	13,820
British Columbia.....	13	5,683	83,910
Federal.....	5	7,280	150,170
ALL JURISDICTIONS.....	113	70,723	1,058,150



**Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary)**

Industry, Employer		Workers Involved	Duration in Man-Days		Starting Date	Major Issues  Result
Location	Union		July	Accu- mulated	Termination Date	
FORESTRY						
MacMillan-Bloedel Ltd., Franklin River Division), Vancouver Island, B.C.	Woodworkers (AFL-CIO/CLC)	410	9,020	15,170	June 10 —	Absence of a fourth daily meal at camp—
MINES						
<i>Metal</i>						
Granduc Mines Limited, Stewart, B.C.	Labourers Loc. 168 (AFL-CIO/CLC)	171	3,080	17,270	Mar. 4 July 28	5-day work week—Not reported.
Wabush Mines Co., Pointe Noire, Que.	Steelworkers Locs. 6254 & 6680 (AFL-CIO/CLC)	463	10,190	27,780	May 7 —	Wages, hours—
Iron Ore Co. of Canada Ltd., Sept-Iles and Schefferville, Que.	Steelworkers Locs. 5569 & 5567 (AFL-CIO/CLC)	1,030	22,660	58,710	May 10 —	Wages, hours—
Gaspé Copper Mines Ltd., Murdochville, Que.	Steelworkers Loc. 6086 (AFL-CIO/CLC)	700	15,400	38,500	May 14 —	Wages—
<i>Mineral Fuels</i>						
Kaiser Resources Ltd., Natal, B.C.	Mine Workers Loc. 7292 (Ind.)	460	2,300	2,300	July 9 July 15	Wages, hours, travel time—Re- turn of workers when injunction issued.
<i>Non-Metal</i>						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ontario.	Auto Workers Loc. 195 (CLC)	173	3,810	15,040	Mar. 30 —	Wages—
Advocate Mines Limited, Baie Verte, Nfld.	Asbestos Workers Loc. 1612 (AFL-CIO/CLC)	330	7,590	18,810	May 22 July 29	Wages—Wage increase, work week reduced from 48 to 40 hours.
<i>Quarries</i>						
Canada Crushed Stone, Dundas and Hamilton, Ontario.	District 50 (U.M.W.A.) Loc. 14979 (Ind.)	107	960	960	July 19 —	Wages, fringe benefits, working conditions—
MANUFACTURING						
<i>Textiles</i>						
Monsanto Canada Ltd., Oakville, Ontario.	Rubber Workers Loc. 292 (AFL-CIO/CLC)	128	190	190	July 15 July 17	Job selection, promotion, seniority—Return of workers.

**Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary) (Continued)**

Industry, Employer	Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues
				July	Accu- mulated	Termination Date	
<i>Wood</i>							
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	2,310	16,610	Dec. 17 —	Wages, fringe benefits, holidays—	
Goderich Manufacturing Co. Ltd., Goderich, Ontario.	International Operating Engineers Loc. 722 (AFL-CIO/CLC)	105	950	1,570	June 22 July 16	Wages, Sunday rates, hours— Wage increase, other improved benefits.	
MacMillan Bloedel Ltd., (Kelsey Bay Division) Vancouver Island, B.C.	Woodworkers Loc. 1-363 (AFL-CIO/CLC)	350	1,050	1,050	July 9 July 14	Overtime, holiday pay—Return of workers.	
Gillies Bros. & Co. Ltd., Braeside, Ontario	Woodworkers (AFL-CIO/CLC)	240	1,440	1,440	July 24 —	Wages—	
Kootenay Forest Products Ltd., Nelson, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	289	1,730	1,730	July 24 —	Suspension of one employee—	
<i>Primary Metals</i>							
International Nickel Co. of Canada Ltd., Sudbury District and Port Colborne, Ont.	Steelworkers Locs. 6500 & 6200 (AFL-CIO/CLC)	17,500	275,000	275,000	July 10 —	Wages, fringe benefits—	
<i>Metal Fabricating</i>							
Donald Rope & Wire Cloth Ltd., Hamilton, Ontario.	Steelworkers Loc. 3325 (AFL-CIO/CLC)	240	5,280	13,440	May 13 —	Wages—	
Engineering Products of Canada Ltd., Boucherville, Que.	Steelworkers Loc. 5792 (AFL-CIO/CLC)	125	2,750	5,380	June 2 —	Wages, fringe benefits—	
Standard Structural Steel, Montreal, Que.	Steelworkers Loc. 6207 (AFL-CIO/CLC)	182	4,000	4,730	June 25 —	Wages, fringe benefits—	
Curtis Products, Cobourg, Ontario.	Machinists Loc. 788 (AFL-CIO/CLC)	102	920	920	July 21 —	Wages—	
<i>Machinery</i>							
Otis Elevator Co. Ltd., Hamilton, Ontario.	Steelworkers Loc. 1762 (AFL-CIO/CLC)	553	12,170	30,970	May 14 —	Wages, working conditions—	
<i>Transportation Equipment</i>							
Northwest Industries Ltd., Edmonton, Alta.	Machinists Loc. 1579 (AFL-CIO/CLC)	400	8,800	25,600	May 1 —	Wages—	
Wilson Motor Bodies Ltd., Burlington, Ontario.	Auto Workers Loc. 525 (CLC)	139	3,060	4,590	June 16 —	Wages—	



**Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			July	Accu- mulated	Termination Date	
<i>Electrical Products</i>						
RCA Limited, Renfrew, Ontario.	I.U.E. Loc. 533 (AFL-CIO/CLC)	293	1,760	1,760	July 7 July 16	Wages—6½% wage increase Mar. 1, 1969, 6½% Mar. 1, 1970; other benefits.
Moffats Ltd., Weston, Ontario.	Steelworkers Loc. 3129 (AFL-CIO/CLC)	600	3,600	3,600	July 24 —	Failure to agree in a new contract—
<i>Non-Metallic Mineral Products</i>						
Asbestonos Corporation Ltd., St. Lambert, Que.	Les Travailleurs Unis de St. Lambert Inc.	150	3,300	9,300	May 5 —	Not reported—
<i>Petroleum &amp; Coal Products</i>						
Six oil refineries, Lower Mainland, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	700	15,170	34,690	May 21 —	Wages, fringe benefits—
<i>Miscellaneous Manufacturing</i>						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,490	89,810	May 17 1968	Wages, union security, grievance procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	53,600	July 15 1968	Wages, other benefits—
Toronto Construction Association, Metro Toronto, Ont.	Various unions	8,500	128,800	835,800	May 1 —	Wages—
Hamilton Construction Association, Hamilton, Ontario.	Various unions	1,058	23,280	64,900	May 2 —	Wages—
Two Construction Associations and one Construction Federation, Quebec and area, Que.	Building and Woodworkers' Federation (CNTU)	6,000	48,000	258,000	May 12 July 14	Wages, hours, security of employment, seniority—Wage increase over a 2-yr. contract.
Association des Constructeurs du Bas St-Laurent Inc., Lower St. Lawrence and area, Que.	Building and Woodworkers' Federation (CNTU)	3,500	28,000	135,000	May 15 July 14	Wages, hours, security of employment, seniority — Wage increase over a 2-yr. contract.
Windsor Construction Association, Windsor, Ontario.	Various unions	1,781	37,860	82,380	May 28 —	Wages—
Sudbury Construction Association, Sudbury and area, Ontario.	Carpenters Loc. 2486 (AFL-CIO/CLC)	650	14,300	27,750	May 29 —	Wages, other benefits—

**Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			July	Accu- mulated	Termination Date	
Ottawa Construction Association, Ottawa and area, Ont.	Bricklayers Loc. 7 (AFL-CIO/CLC)	400	7,600	13,200	June 11 July 29	Wages, vacation pay—\$1.71 an hr. increase for bricklayers and stone masons, \$1.43 for tile setters and terrazzo workers; improved fringe benefits over a 2-yr. contract.
Various Construction Associations, Southeastern, Quebec.	Building and Woodworkers' Federation (CNTU)	5,000	40,000	105,000	June 12 July 14	Wages, hours, security of employment, seniority—Wage increase over a 2-yr. contract.
Two construction companies, Toronto, Ontario.	Labourers Loc. 183 (AFL-CIO/CLC)	125	880	1,490	June 25 July 10	Suspension of eight workers for cause—Return of workers when suspended workers were reinstated.
Sudbury Construction Association, Sudbury, Ontario.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	400	8,800	8,800	July 2 —	Slowness in negotiation of new contract—
Electrical Construction Association of Hamilton, Hamilton, Ontario.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	550	12,100	12,100	July 2 —	Wages, working conditions, fringe benefits—
M. Sullivan & Son, Haileybury, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	100	400	400	July 2 July 7	Delay in signing new contract—Return of workers when contract was signed.
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	14,250	14,250	July 7 —	Wages, hours, other benefits—
Electrical Contractors of Oshawa and Port Hope, Oshawa and Port Hope, Ontario.	I.B.E.W. Loc. 894 (AFL-CIO/CLC)	130	2,080	2,080	July 10 —	Wages—
Lummus Company (Canada) Ltd., Point Tupper, N.S.	Plumbers Loc. 682 (AFL-CIO/CLC)	418	1,880	1,880	July 24 July 30	Appointment of a union member as a foreman without union's concurrence—Return of workers on orders by International Union.

#### TRANSPORTATION AND UTILITIES

##### Transportation

*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,380	12,740	Feb. 19 —	Hours of work, safety conditions—
---	---------------------------------------	-----	-------	--------	--------------	-----------------------------------



**Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1969 (Preliminary) (Concluded)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			July	Accu- mulated	Termination Date	
*Quebec North Shore & Labrador Railway, Sept-Îles, Que.	Machinists Loc. 767 (AFL-CIO/CLC)	525	1,100	1,100	July 28 —	Wages, hours, other benefits—
Price (Nfld.) Limited, Botwood, Nfld.	Carpenters (AFL-CIO/CLC)	200	500	500	July 28 July 31	Alleged dispute over interpreta- tion of agreement—Return of workers under court injunction.
<i>Communication</i>						
*British Columbia Telephone Co., Province wide, B.C.	B.C. Telephone Workers Various locals (CLC)	6,600	146,140	165,000	June 27 —	Wages, hours, fringe benefits—
<i>Power, Gas and Water</i>						
Windsor Utilities Commission, Windsor, Ontario.	I.B.E.W. Loc. 911 (AFL-CIO/CLC)	263	3,420	3,420	July 2 July 14	Wages, fringe benefits—9% wage increase eff. Jan. 1, 1969, 8% Jan. 1, 1970; other improve- ments.
Hamilton Hydro Electric System, Hamilton, Ont.	I.B.E.W. Loc. 138 (AFL-CIO/CLC)	180	2,700	2,700	July 6 July 28	Wages—8% wage increase retro- active to Jan. 1, 1969, 4% Apr. 1, 1969, 8% Jan. 1, 1970; other improved benefits.
<b>TRADE</b>						
<i>Retail</i>						
Association Provinciale des Marchands d'automobiles du Québec, Québec, Lévis and areas, Que.	Metal Trades' Federation (CNTU)	1,335	17,360	88,130	Apr. 16 July 21	Wages, other matters—85¢ a hr. increase over a 3-yr. contract
Various grocery supermarkets, Metro Vancouver, B.C.	Butcher Workmen Loc. 212 (AFL-CIO/CLC)	3,179	50,360	121,260	May 24 —	Wages, 4-day work week, job security—
<b>SERVICE</b>						
<i>Personal Services</i>						
Lakehead Hotel Keepers Association, Fort William — Port Arthur, Ont.	Hotel Employees Loc. 757 (AFL-CIO/CLC)	116	230	230	July 30 —	Wages, fringe benefits—

\* Federal jurisdiction.

# The Labour Gazette

November 1969





**"We spend millions enforcing the laws of society to protect society from crime. Why don't we spend as much enforcing the laws of human rights to protect society from slums, poor housing, unemployment, limited medical care, discrimination, prejudice?" Read "Too Impatient? Too Unconcerned?" by Walter Currie. See p. 646.**





**The Labour Gazette**  
**Official Journal Canada Department of Labour**

638	News Briefs
642	Book Reviews
644	50 Years Ago
646	<b>Too Impatient? Too Unconcerned?</b>
652	<b>Potential for Growth—ECC Annual Report</b>
660	<b>A Frank and Candid Look</b>
651	Will Success Spoil PEI?
659	Labour Costs in Manufacturing
662	The Fight Against Inflation
664	Is Ontario Big Enough for Everybody?
666	Why Veterans Weep
668	Employment Fatalities—Second Quarter 1969
669	Overcoming Rehabilitation Problems
670	Older Workers
672	Price Indexes
674	Unemployment Insurance Report—June
676	Legal Decisions
678	Decisions of the Umpire
679	Employment Review—August
680	Conciliation
682	Certification
684	General Topics
685	Wage Schedules—July
686	Library List No. 248
688	Statistics Section; Labour Statistics



## News Briefs

■ The Alliance for Labor Action was formally established at a two-day convention held in Washington in May. The meeting sealed the alliance between the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. The two unions have a membership in excess of 3.5 million. A previous meeting was held in July 1968 (L. G., Dec. 1968, p. 697). Keynote addresses were given by UAW President Walter Reuther and IBT General Vice-President Frank Fitzsimmons.

In a statement of purpose drawn up at the convention, the Alliance declared that adherents "agree to co-operate and work together toward the achievement of common goals, to get the American labor movement on the march, and to help America find creative and constructive answers to the urgent complex economic and social problems that we face as a nation." Mr. Fitzsimmons said that the Alliance "is not a competitive labour federation" and denied that the auto workers or the teamsters were "at war with the AFL-CIO."

The AFL-CIO Executive Council has described the Alliance as a form of "dual unionism" and has warned unions in the federation that affiliation with the Alliance would bring expulsion from the federation. The UAW and the IBT are the only unions in the new organization. The International Chemical Workers' Union, a much smaller union, did announce its affiliation, but subsequently made no further statement on this action. The UAW disaffiliated from the AFL-CIO in May 1968; the Teamsters were ousted from the Federation in 1957 on charges of domination by corrupt influence.

Mr. Reuther said that the Alliance would "extend the hand of co-operation and support to any organization that is prepared to co-operate in the task of organizing the millions of unorganized, whether they be industrial workers or white-collar workers, whether they be workers in the South or migratory workers or the working poor."

Convention resolutions called for action to meet urban problems, to relieve the housing shortage, to reform income tax laws, establish national health insurance, strengthen collective bargaining, and create a united defence fund.

The Alliance will be run by an executive committee consisting of the chief executive officers of the UAW and the IBT as co-chairmen, plus four representatives chosen by each union. There is provision for a meeting twice a year of executive officers of unions affiliated with the Alliance.

WALTER REUTHER





■ Jean-Paul Geoffroy has been appointed Chief Justice of the new Quebec Labour Court (L. G., Oct., p. 601). Mr. Geoffroy, 46, was president of the Quebec Advisory Council on Labour and Manpower. From 1948 to 1966, he was the CNTU's assistant secretary-general.

At the same time, Mr. Geoffroy was a member of the Superior Labour Council which is now the Advisory Council on Labour and Manpower and a professor of industrial relations at the University of Montreal. Before becoming president of the advisory council, Mr. Geoffroy had been the vice-president of the federal immigration appeal board. He has taken up his new duties in Montreal.

Donat Quimper, Quebec's Deputy Minister of Labour and Manpower, has been appointed as a judge of the provincial court and as Assistant Chief Justice of the new Quebec Labour Court. Mr. Quimper joined the department 25 years ago as a conciliator and rose to the rank of deputy minister in 1966. At one time, he was the department's director of conciliation and arbitration.

■ Federal Labour Minister Bryce Mackasey and Nova Scotia Minister of Labour Thomas McKeough have signed an agreement that will result in safer working conditions for some 31,000 members of Nova Scotia's labour force. Ottawa will reimburse Nova Scotia for the federal share of the costs.

The agreement, authorized under the Canada Labour (Safety) Code, will provide industrial safety inspection services to works, undertakings and businesses that operate under federal jurisdiction, such as interprovincial transportation and communication systems, radio and television broadcasting, many Crown corporations, and the Public Service of Canada. **This agreement is the first to cover such a variety of businesses.** A previous agreement between Ottawa and Nova Scotia provided for a coal mine inspection service to the Cape Breton Development Corporation. **Under the main provisions of the agreement, the services of experienced provincial safety officers will be made available to the federal Government to assist employers in achieving higher levels of employment safety.**

As a result of this co-operation, duplication of field staff is avoided, and equal protection for workers is assured, because the one body provides a uniform safety inspection service to industries in the province regardless of whether the enterprises fall under federal or provincial jurisdiction. This service is under the direction of George V. Smyth, Director, Industrial Safety Division, Nova Scotia Department of Labour. Local



JEAN-PAUL GEOFFROY

responsibility for the co-ordination of this federal program will rest with George Sigut, the Nova Scotia regional safety officer, Accident Prevention and Compensation Branch of the Canada Department of Labour.

■ **Correction.** A serious error in the March issue of *The Labour Gazette* was recently pointed out to the editors by the Confederation of National Trade Unions. In the article, Quebec Liquor Board Employees End Strike, on page 161, the first sentence in the third paragraph of the third column reads: "At one point during the strike, a general strike throughout Quebec was proposed by CNTU President Marcel Pepin." The sentence is completely inaccurate. Mr. Pepin did not, at any time during the strike, speak of the possibility of a general strike. **Our sincere apologies go out to Mr. Pepin and the CNTU for any embarrassment this gross oversight may have caused.** — The Editors.



■ George L.-P. Weaver, formerly U.S. Assistant Secretary of Labor for International Affairs, and Chairman of the Governing Body of the International Labour Office from June 1968 to June 1969, became Special Assistant to David A. Morse, ILO Director-General, on September 1. Mr. Weaver will be based in Washington, D.C., where he will handle ILO relations with the international, regional and governmental organizations that have their headquarters in the U.S. capital. He will function also as a roving representative for the ILO Director-General.

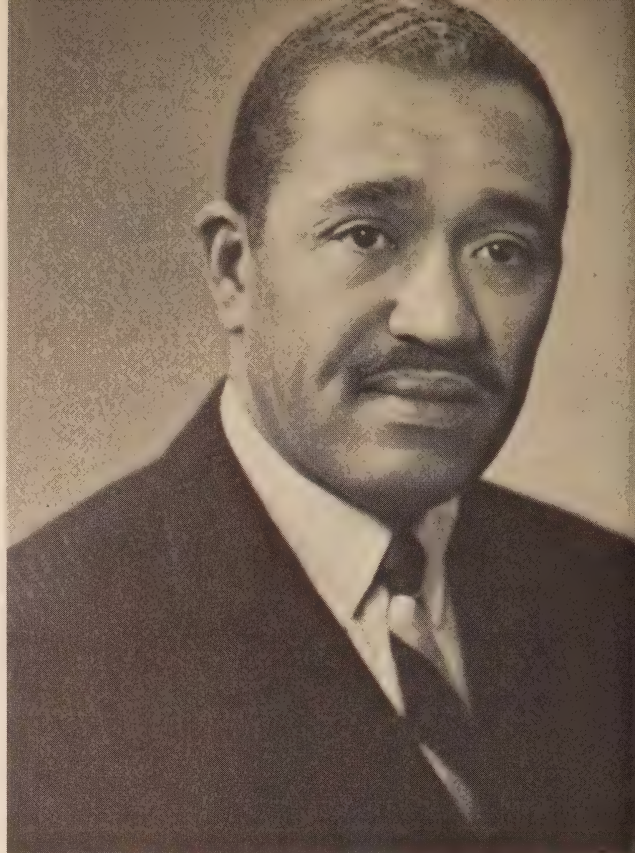
Born in Pittsburgh, Pa., Mr. Weaver received a Doctor of Laws degree from Howard University in Washington. He served with the Congress of Industrial Organizations, beginning in 1941, and after the merger of that organization with the American Federation of Labor in 1955, he was appointed executive secretary of the AFL-CIO Civil Rights Committee. He became assistant to the president of the International Union of Electrical, Radio and Machine Workers in 1958.

Mr. Weaver was appointed Assistant Secretary of Labor for International Affairs in 1961, and he served in this capacity in the Kennedy and Johnson administrations. Most recently he has been Special Assistant to the Secretary of Labour for International Affairs.

Mr. Weaver has spent almost his entire working life in the labour movement, gaining extensive experience as an administrator in the fields of civil rights and international labour problems. Long familiar with the ILO'S work, he was an American worker adviser to the 1957 and 1958 International Labour Conferences; as a U.S. Government Delegate to the Conference, he became a member of ILO'S Governing Body in 1961; and he served as chairman of the Governing Body's Committee on Discrimination, and as Chairman of the Governing Body in 1968.

■ Wage settlements through April, May and June brought an average annual base rate increase of 7.6 per cent, according to statistics analysed by the Canada Department of Labour. Base rate is defined as the straight-time hourly rate for the lowest paid workers, usually the unskilled or semi-skilled in the negotiating units, and is therefore not representative of average wage increases.

Settlements in the first quarter of 1969 resulted in a 7.2 per cent increase. The annual average increases for settlements signed during the third and fourth quarters of 1968 were 8.5 per cent and 7.5 per cent respectively.



GEORGE L.-P. WEAVER

There were 123 settlements in the second quarter covering bargaining units of 500 employees and over that affected the wage rates of approximately 234,625 employees. Thirty of these settlements covered 22,277 employees in manufacturing, and provided base rate increases averaging 8.9 per cent. In the first quarter the average increase was 6.9 per cent. The remaining 93 settlements covered 212,350 employees outside manufacturing and provided for an average increase of 7.4 per cent, as against 7.3 per cent in the first quarter.

The impact of the 123 new settlements, when taken in conjunction with the wage provisions of existing contracts sets the annual base-rate increase at 7.7 per cent, or 17.1 cents an hour for the 12 months ended June 30, 1969. The annual base-rate increase for the 12 months ending June 30, 1968 was 6.4 per cent or 13.9 cents an hour.

Contributing to the total impact is the coming into effect of second-and third-stage increases in contract outside the construction industry negotiated in 1967 and 1968. There were 616 of these agreements in force as of June 30, 1969, covering approximately 1,267,000 workers. The equivalent analysis last year included 53 agreements covering approximately one million employees.



■ **Floyd Emery Smith**, a former machinist's helper and a union leader for many years, has been sworn in as President of the International Association of Machinists and Aerospace Workers (IAM). Mr. Smith succeeds Roy Siemiller, 68, who is retiring in accordance with IAM rules on age limits for officers.

Born in Quimino, Kan., in 1912, Mr. Smith found his first job during the Great Depression as a machinist's helper, and he became a bricklayer in 1935. He was active in the St. Louis, Mo., local of the Bricklayers, Masons and Plasterers' International Union of America. In 1942, he was elected president of the Bricklayers' Union local in Las Vegas, Nev.

Appointed deputy labour commissioner for the state of Nevada, he served in that post for 18 months. Later, he was assistant business representative for IAM Local 1235 in Long Beach, Calif. **Mr. Smith served also as steward, union local president, local business agent, international representative, and for the last eight years, as general vice-president of the IAM.** In that capacity, his responsibilities extended over a territory from the Great Lakes to the space centre at Cape Kennedy, Fla. It is an area in which machinists hold contracts covering work from heavy industry to small shops.

Of trade unionism, Mr. Smith has said: "A union has several purposes: to organize the men and women of industry so they can get a better deal from their employer, and to service those who are organized through prompt and effective handling of grievances, through skillful negotiations, and through wise counselling. It doesn't do any good to organize union members unless you can service them. And it doesn't do any good to service union members if they are going to lose everything they have gained through restrictive legislation."

■ **Lloyd Sharpe** has recently joined the staff of the Federal Industries Division of the Canada Department of Labour's Economics and Research Branch as an industry specialist. He will be responsible for the development of research in the road transportation industry that will provide a research service to the department's Conciliation and Arbitration Branch in the settlement and prevention of labour disputes in areas under federal jurisdiction. The research will also be designed to serve the needs of other departmental programs, such as labour standards.

Mr. Sharpe is a graduate of the University of Manitoba, and he has had extensive experience in industry in the personnel and industrial relations fields. He was head, personnel department, Polymer Corporation from 1946-47. He served with Imperial Oil Limited from 1947-55



FLOYD E. SMITH

as a co-ordinator of personnel, and then as head of the labour relations and research division. From 1955-64, Mr. Sharpe operated his own construction firm, and from 1964-68 he was director of employment relations for the Registered Nurses Association of Ontario.

■ The starting salary for nurses at St. Joseph's Hospital, Guelph, Ont., has been increased by \$80 a month to \$525. The award was made by an arbitration panel, and it puts the nurses among the highest paid of any in a public hospital in the province.

Toronto nurses start at \$470. This is the amount recommended by the Ontario Hospital Services Commission, and was offered to the Guelph nurses before they went to arbitration in June. In its report, the arbitration panel said that it had "paid no consideration whatsoever to statements of the Ontario Hospital Services Commission. In our opinion, the intentions of this body are completely irrelevant to our deliberations." The panel went on to say that it "cannot accept the position that the public is entitled to nursing services by virtue of legislatively forcing nurses to accept substandard wages." The arbitrators also granted, for a five-year period, annual monthly increases of \$25, up \$5 monthly, for the occupation classifications, and \$28 a day for graduate registered nurses doing part-time work.



# Book Reviews

**Fuller Employment with Less Inflation, by Irving H. Siegel; The W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich.; 70 pages; no charge for one copy.**

This publication, comprising four essays on policy and statistics needed for greater price stability, cites a marked drift by the United States toward a monitored economy. Basic to policy design for more jobs with stabler prices, says Dr. Siegel, is acceptance of the Employment Act of 1946 as a framework for balanced pursuit of all major economic objectives, not simply manpower objectives. The older Federal Reserve Act should accordingly be brought into closer alignment with the Employment Act, and he suggests a restatement of the wage-price-productivity principle to facilitate statistical measurement in support of co-ordinated monetary and fiscal policy.

Government leadership and example on other anti-inflationary fronts are advocated by Dr. Siegel. He says that the public, the press, and business and labour executives should be better informed and constantly reminded of the economic relationships affecting price stability. Thus, employers and unions should be encouraged "to forego speculative wage and price rises in consideration of the steadier economic outlook provided by active fiscal policy," says the author.

Dr. Siegel proposes that the U.S. Government exercise more deliberately the market power it possesses as a dominant buyer of various goods and services. He says that, by means of "wage-deferment bonds," it could promote more "responsible" behavior regarding pay and prices. In particular, Dr. Siegel maintains that, as the Government heads into a new round of sizable annual pay increases in mid-1969, it could help cool the economy without jeopardizing the employment level by making extra payouts in bonds.

Dr. Siegel is a member of the Upjohn Institute's Washington staff. He was associated with the President's Council of Economic Advisers throughout the Eisenhower Administration.

**The Role of Unemployment Insurance Under Guaranteed Minimum Income Plans, by Merrill G. Murray; The W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich.; 41 pages; no charge for one copy.**

Even though unemployment insurance could be co-ordinated with guaranteed minimum income plans, it would be no more than an accommodation. This is the conclusion of a study of various negative income tax, social dividend and children's allowance proposals to determine how unemployment insurance could be co-ordinated with them. The study examines also the extent to which social insurance and public assistance could be expanded and reformed to meet the income needs of the poor.

The author demonstrates that unemployment insurance could be best co-ordinated with any currently proposed guaranteed minimum income plan by treating unemployment compensation the same as wage income. Dr. Murray finds, however, that only a limited number of unemployment insurance claimants are in poverty and would benefit from the various guaranteed minimum income plans. "The needs of many of the poor could not be met even if unemployment insurance and other types of social insurance were expanded to their maximum potential." Dr. Murray states that if public assistance were reformed so as to fill the gap between social insurance protection and the income needs of the poor, it could be best co-ordinated with unemployment insurance.

Guaranteed minimum income plans, no matter how generous, could not and should not supplant unemployment insurance, he concludes, because the large majority of workers covered by unemployment insurance are above the poverty level. "Thanks to unemployment insurance, most claimants do not drop below the poverty level when unemployed," he says. But he warns that the advantages of unemployment insurance in promptly replacing part of the wage loss of the unemployed without a needs test could be adversely affected if the program is not properly co-ordinated with whatever guaranteed minimum income plan might be enacted.

Dr. Murray is a staff member of the Upjohn Institute. His entire career has been spent in research on, and in the administration of unemployment insurance and old-age and survivors' insurance. For many years, he was executive secretary of the Federal Advisory Council on Employment Security in the United States.

**Unemployment and Income Security; Goals for the 1970s, a report of the Committee on Unemployment Insurance Objectives; The W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich.; 27 pages; no charge for one copy.**

"Unemployment insurance can and should become more involved in helping to resolve" the problem of "longer term unemployment, especially that arising out of permanent job dislocation" is one of the major conclusions underlying a new statement of basic purposes for an unemployment insurance system in the United States. In this report, the committee says that, besides compensating adequately for the unemployed worker's loss of wage income, the unemployment insurance program should also help the permanently displaced worker "achieve vocational readjustment, and overcome other impediments that bar his path to suitable re-employment."

The committee recommends that, in addition to supplying income and other support to the unemployed individual, the unemployment insurance program should also pursue a number of important secondary objectives to promote economic efficiency and stability. **These include improved manpower utilization, as well as reduced deflationary effects of unemployment, better resource allocation, and more stable labour demand and supply.** In restating the program's fundamental purposes, the committee seeks to provide guidance for a thorough and systematic appraisal of the system that "should be made taking account of not only the unemployment insurance program itself, but also its position within the broader context of income security and other forms of aid for the unemployed." The committee's report calls attention also to some of the program's well-known shortcomings, laying particular emphasis on its restricted coverage and inadequate weekly benefit amounts, for which prompt remedial action is urged. Also cited is the need to deal more effectively with problems of benefit eligibility, abuse and financing.

The 13-man committee was chaired by William Haber of The University of Michigan and was composed of recognized authorities on income maintenance, manpower problems, social security, welfare and related fields.



**Guidelines for the Employment of the Culturally Disadvantaged, by Sidney A. Fine; The W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich.; 31 pages; no charge for one copy.**

The "culturally disadvantaged" people are men and women over the age of 16 who live outside the mainstream of American life in urban ghettos and in isolated rural areas. "First of all," says the author, "the time for gimmicks, for stop-gap and crash programs, has run out." A total approach is needed—"an approach incorporating a broad understanding of the problem and the total involvement of every segment of a business or institution."

According to Dr. Fine, "to employ the culturally disadvantaged, deliberate action must be taken—action such as the re-examination of personnel policies concerned with selection, hiring, placement and promotion." In 12 concise guidelines, Dr. Fine attempts to cover most of the important elements of a total personnel program that could provide employers with effective manpower, and the disadvantaged "with a handhold on the opportunity system in American life."

Dr. Fine, a staff member of the Institute, is a specialist in job analysis, occupational classification, and personnel management.



## 50 Years Ago



Then as now, low-income family babies died at a high rate, Quebec teachers made under \$1,800 after 23 years, eggs in Vancouver were \$1.00 a dozen and the weekly food bill for an average family of five was \$14.21. This was the picture in November 1919.

In the days before the now-recognized “battered baby syndrome,” researchers were attempting to correlate income and child mortality. The findings of a report based on an investigation carried out in eight U.S. cities over a period of six years stated that of the total number of children born in Saginaw, Mich., in 1914, 1,015 out of a population of 50,000, the general rate of infant mortality was 84.6 per thousand. **Analyzed according to the rate of family earnings, the highest death rate, 179.5 per thousand, was for infants whose fathers earned under \$450, and the lowest death rate, 22.2 per thousand was for those whose fathers earned over \$1,250.** The death rate fell steadily through each group as the fathers’ earnings increased, but the rate did not fall below 100 per thousand until the group \$850 to \$1,250 was reached, and from that point the fall was very marked. “In other words,” the bulletin concludes, “the babies in families where the earnings of the father are low, die at a much higher rate than do those whose fathers are able to provide sufficient care for them. Poverty with its concomitants is an important factor in infant mortality.”

Quebec accepted new wage increases that brought their annual earnings to \$600 for the first year, \$900 for the fifth, \$1,150 for the 10th, \$1,400 for the 15th, \$1,650 for the 20th, and after 23 years on the job, they reached the top salary of \$1,800.

**The weekly cost of the food budget for an average family of five had risen from \$5.48 a week in 1900 to \$14.21 as of mid-October 1919. And for the same period, fuel, lighting and rent had risen from \$3.87 to \$8.69. Eggs were up to \$1.00 a dozen in Vancouver, 90 cents in other British Columbia cities, and 75 cents and 80 cents in some Ontario and Quebec cities.** The “finest creamery butter” advanced from 54 cents a pound at the end of September 1919 to 62 cents, the price rising about 2 cents each week. Creamery solids at Toronto rose from 56 to 60 cents. The price of milk increased in several of the cities, but this was usual for the autumn, the November 1919 Gazette reported.





The price of lake trout had fallen to 14 cents a pound at Toronto. The new cure of dried cod from the Lunenburg catch sold for \$12 a quintal, the same price as that paid for the summer catch because a lack of steamers from New York had prevented the full shipments of fish from Cuba and Puerto Rico. The export from Canada was therefore increased. The supply of fish at the Windward Islands, however, was said to be large. Prices for spring mackerel were reported down to \$14 a barrel owing to light demand. The herring market was firmer at \$6.50 a barrel as the short catch of the autumn season had firmed the market for the surplus from the year before. Rio coffee was only 35 cents a pound, and sugar was only slightly higher. Maple sugar had advanced to 27 to 30 cents a pound, bananas were 8 cents a pound, and fall apples were \$4.00 a barrel.

In the early winter of 1918, a carter lost a team of horses through the ice when his drivers were hauling ice from the St. Lawrence river to a platform belonging to the Dominion Park of Montreal. He had a contract with the Park and brought action against the Park for \$600, the estimated value of the horses. It was claimed by the Park that the carter was in the position of a contractor a forfait who undertook the risks of the job, receiving 10 cents a block for carting the ice, and therefore the Park was not in control of the carter's horses and not responsible for any accident that might happen to them. The Superior Court of Quebec apparently agreed, and the carter's action was dismissed. **On appeal to the Court of Re-**

view, however, the judgment of the Superior Court was reversed on the ground that no matter what relationship existed between the drivers and the Park, the defendant was obliged to furnish a safe place where they could do their work. The Court was of the opinion that by constructing the platform on the ice, and by directing the approach to the platform, the carter's teams were given an open invitation, and the Park was duty bound to ascertain the safety of the ice at that point. The judgment further declared that the contract between the plaintiff and defendant was not a contract a forfait, but was a hiring by the piece, and that the defendant was responsible to the plaintiff's men by the rules governing the relations between master and servant for the safety of the work which they were given to do. **The defendant was therefore ordered to pay the carter \$600 with costs both of the Superior Court and of the Court of Review.**

The usual annotating of fatal accidents gave some of these reasons: one man died when a sewer caved in; one was caught in a belt; another hit by a falling tree; one was struck by lightning; another fell carrying tools and punctured his stomach; one got caught in the premature exploding of dynamite; one was struck by a clam shell bucket; another crushed between iron beams; one struck by a falling bag of sugar; another was electrocuted with defective wiring in a potato peeler; one fell on a cut-off saw; one was crushed by rolling logs; and after a horse shied and a nail entered his kneecap, a blacksmith died of infection.



# Too Impatient? Too Unconcerned?

Walter Currie, President of the Indian-Eskimo Association of Canada, spoke to the Mid-Canada Development Corridor Conference at Lakehead University on August 20. The accompanying article was extracted from Mr. Currie's address.



**As an Ojibwa Indian, one of the many Indian peoples of Canada, one of this country's three founding races, I would like on behalf of my people to officially welcome you to our shores.** We hope and expect that your stay here will be pleasant and memorable, that while you are here you will not only take note of our customs and beliefs but will respect and honour them. In turn, we will not try in any manner to impose upon you our ways, nor to change yours.

You smile when I say these words, and yet, over the past few hundred years, my forefathers by word and deed expressed these feelings to your predecessors. As a matter of fact, examine the writings of those early explorers along either coastline, and you will find that my people greeted the newcomers graciously and made them welcome; that in no case were my people hostile. That did not come until later, until after sad experience taught us that all newcomers were not worthy of trust and brotherhood.

Further to this, it was our forefathers who taught the European how to survive and how to live in this land. Now it is true, the Indians accepted and adopted some of the technical advantages of your culture—the killing stick, the iron pot, the steel blade, the steel traps, the blankets, the geegaws, the liquor—but only to improve upon their physical way of living. It was the Indians' way of life—

WALTER CURRIE





which animals to kill and how to kill; which plants, fruits and nuts to eat; which herbs for medicinal purposes; how to build a shelter to keep out the cold of winter; how to make clothing from the skins of animals for warmth, comfort, and beauty; how to use and build the canoe to travel great distances, to make portages easily, to explore around the next bend in the river—it was the Indians' way of life that made it possible for those first Europeans to survive and prosper.

**It was the generosity of our forefathers who ensured the survival of many of the first white settlements.** As Captain John Smith wrote "It pleased God (in our extremity) to move the Indians to bring us Corne, to refresh us, when we rather expected they would destroy us." Further writings show that when the Indians were starving and the people of Jamestown had corn, the English governor traded 400 bushels for "a mortgage on their whole countries."

**In our nation's yesterdays, the Indian was a true resource to the newcomer.** It was he who ensured the survival of the settlements, he who gathered the furs upon which a great industry with great riches was founded, he who provided the balance of power in the great border wars between the warring European nations, he who guided the explorers along the waterways, across the prairies, and through the mountains to the sea, he who was the majority—and look how he treated his white immigrant minority! Yet it was he who found himself crowded off his lands and eventually compressed onto reserves when he was no longer of any use to the "coat-wearing people." Under the Indian Act today, my people exist on some 2,200 reserves across Canada in abject poverty, poorly housed, with limited health services and less than



satisfactory educational opportunities. The Department of Indian Affairs reports that there are 237,490 registered Indians in Canada as of 1968—a 3-per-cent increase over 1967—despite an infant mortality rate of 51 in every 1,000 compared with a national average of 22 in every 1,000. **At the same time six out of 10 Indian homes have three rooms or less; nine out of 10 Indian homes have outdoor plumbing, with the water supply a pump, a creek or a lake; four out of 10 Indian families are on welfare; three out of four Indian families earn less than \$2,000 a year.**

My people are a young people. More than half the total registered Indian population is of school age—under 17. And yet, in this, “the Province of Opportunity,” of 14,000 registered Indian children in school, one quarter of this province’s Indian population, there are only 35 students in Grade 13. **In this whole nation, there are only 186 Indians in university.**

We must know and understand what facts and causes, what successes and failures of yesterday, brought about the good and the bad of today. **Too often our agencies, both political and private, have failed to examine with objectivity their efforts and results, and have perpetuated the headaches they seek to remove.** For example, education given to the Indian by the Department of Indian Affairs has been an annual repetition of the same program ensuring the same poor results. Nationally, only one in eight of the Indian children continues beyond Grade 8, and yet the methods and programs have not fundamentally changed; these methods have persisted in preparing the Indian child “to take his place in our society.” **You businessmen, you mining people, you labour people—where are your Indian foremen? Your Indian stewards? Your Indian field bosses? Have you made efforts to ensure the use and growth of native Canadian people in your plants? I give you Coppermine and Thompson, Manitoba, as two of several examples of failure to do this.** What is needed is new thinking economically, socially and politically to cure these problems. In some cases, maybe thinking for the first time.

In the yesterdays of my people, we were three major groups—those who lived between the Rockies and the Pacific, those who moved across the plains, and those of the forests and streams. The nations had their varied languages, their customs, their beliefs, their ways of living. **Unlike the arriving white man with his peasant ethos, the Indians of North America followed a hunter ethos.** He lived—and lives—within his environment; he was a part of the land and what it yields. He took only what he needed. He had no need either to command or to obey another’s wishes. Time and work had not been invented; acquisition of property was unknown. Group interest was paramount to self interest: When I eat you eat; when you go hungry I go hungry.

**The European—with his peasant ethos of competition for the acquisition of private property; his saving for tomorrow when he would be too old to enjoy it; his “time is money”; his emphasis on individualism and competition; and his command over others—found (and finds today) that there was a great communication gap, leading to little or no direct understanding between the two societies: “These Indians are just too lazy to work; they lack ambition; they’re undependable.”** Eventually, the Indians were placed on reserves, where their way of living was to continue, protected. And yet, change was constantly thrust at the Indian, directly and indirectly. As the hinterland was filled by the ever-increasing numbers of arrivals, the game upon which the Indian relied disappeared. He could no longer provide food, clothing and shelter by his hunting skills. To overcome this, he would be made a farmer! **And yet, for centuries before you came, the people of North America had known of farming and had obviously decided to remain hunters, even after the arrival of the white man. When this did not work, welfare was instituted, a further and continuing emasculation of the Indian male.**

This was not and is not an answer. Involvement in the seeking of answers and the execution of the plans is the answer. **Do it with, not for, the Indian.**

What remains to the Indian today? His beliefs, his gods have been taken from him; the Indian’s dress, this too is gone. His mobility is gone; his ability to provide for his family by hunting is gone; his customs and beliefs have been destroyed and replaced by Christianity. **All that remains are his languages. And soon they, too, may disappear.** The language of the classroom is French or English. The language of the child and his community is not used, nor even encouraged. True, the forbidding of the Indian child his right to use his native language in school has been repealed; but the damage has been done. **I am not advocating the use of the native languages only; the Indian is wise enough to realize the realities of life. But do we have to give up everything? Must you practise cultural genocide?**

The Policy of the ruling powers has been, “Use and then discard the native; banish him onto a reserve and he will disappear.” Unfortunately he has not disappeared but is growing in numbers; so a new policy, one of assimilation and integration, makes him into a brown-skinned white man. Unhappily for both the white man and the Indian especially, it is not working. **I wonder what would happen if white Canada would accept us, would be aware of us as Indians, would accept us as a people, would share with us pride in our heritage—for it is Canada’s heritage also. I wonder what would happen if you would stop trying to change us into something you think we ought to be?**



By an Act of Parliament, we have been divided into two groups of people—the quarter of a million “status” Indians who are registered as Indians (those of British Columbia, Quebec, the Atlantic Provinces, the Sioux) and those who are “treaty” Indians because their forefathers signed a treaty with the Crown. The second group, equal in number to the first is made up of the Métis of the prairies and of those of native descent who like myself are not within the terms of the Act, but who choose to remain Indians.

**Where are these half-million people?** About 70 per cent of the status Indians are still on the reserves. Many of the Métis are in their colonies, scattered across the prairies. Other non-status people are in small towns like McDiarmid, or on the edges of towns in non-incorporated areas. **The remainder, like the other Canadians, have moved into the cities, pushed there by an exploding population, by an education that has divorced them from their parents, their friends, their communities, their culture.** And yet, they find in the cities that their education has not prepared them; that they have little or no skills for hire; that they are even further down the economic totem pole; that they are again on welfare; that they are unprepared for urban living—living by the clock, paying rent, the impersonality, the high cost of living, the rush, the loss of freedom.

**You can easily find these people in our cities. Go to the inner city ghettos, to the cheap bars and beverage rooms, where they are accepted despite their Indianness.** Some remain in the inner city. A very few climb out of the inner city into a better world. The rest go back to the reserve. And this is an irony, in that the status Indian can go back to the reserve, whereas the non-status Indian, the Métis, has no place to go, no Department of Indian Affairs to help him. He is alone. **In our cities they find it difficult to get a decent place to live, to find a job, to find a social life, to adjust to a new environment, to avoid the law, and to escape discrimination and prejudice.**

And you say, “so does every other migrant,” and I agree—except for one vital fact: These other migrants do not carry the burden of being an Indian in a non-Indian, white world.





We must look at people not things, humanity not material goods. What are their needs, wants, ambitions? Manitoba and the proposed flooding of South Indian Lake is a case in point. Too much and too often we forget people, and how they may suffer for the sake of material or environmental change as dictated by big business. A spokesman for Manitoba hydro asks: **"For the sake of 77 Indian families at Southern Indian Lake, should we create a situation where hydro rates must be increased for the entire province?"** And I say, **"yes, if we live in a democracy that recognizes the rights of the individual!"** How dare anyone weight the self-sufficiency, the freedom of happiness of 77 families, 650 people, against dollars! What is to be done must be done to serve people. While we plan for tomorrow, we must cure the ills of today. You men of business, of mining, of labour—What are your attitudes toward my people? Are we irresponsible, lazy, too dumb to learn? Or are you too impatient, too unconcerned about people to invest the time and finances to incorporate the native people into your operations? **Why not compel companies to hire, train and use the indigenous population? My fathers were patient and generous with yours. Can you not be patient and helpful with us?**

If we cannot cure the ills of today, Heaven help us tomorrow. We spend millions enforcing the laws of society to protect society from crime. **Why don't we spend as much enforcing the laws of human rights to**

**protect society from slums, poor housing, unemployment, limited medical care, discrimination, prejudice?** Why don't we do it now? You cannot talk to the Indian of the bright new tomorrow, when right now he is hungry, on welfare, poorly housed, a second-class citizen. He wants and needs those things corrected today. **If it isn't done with asking it may have to be done with force.**

Whatever happens in curing today's problems and preventing tomorrow's ills, you must involve Canada's native people—the Indians and the Eskimos. Indian organizations do exist, nationally and provincially. They are trying to organize their people, trying to learn and hear their needs, trying to create a voice to help them be heard and recognized. You men of industry and financial resources, can help these struggling organizations to become viable and effective by offering them dollar assistance.

**You must involve them wholeheartedly and significantly in all aspects of the Mid-Canada Development Corridor, of any development. Do not perform lip service and merely use us on advisory committees. Use us creatively with responsibility and involvement. Will tomorrow in the Corridor or elsewhere in Canada be no better than yesterday or today for my people? Or will we be invited as equal partners to participate in determining our futures? This may be the last asking. What will be your answer?**



# Will Success Spoil Prince Edward Island?

Some of the most enthusiastic and dedicated workers in Canada are now occupying new offices in the provincial building in Charlottetown, P.E.I. They are a group of economists, sociologists, agrologists, communicators and specialists of various kinds, and they have come from all parts of Canada as well as the United States, Britain and Australia. Their mission? To completely revolutionize the economic and social patterns of Prince Edward Island through an ambitious human and natural resources development scheme originated by Alex Campbell, Premier of the province.

A little less enthusiastic about the plan have been the Islanders themselves, who, fiercely proud of their beautiful island, have always been either content to embrace it as it is or move to where the fields are, if not greener, a little more remunerative. It was also more difficult to be enthusiastic about something that you knew little about, and that would take place gradually over a 15-year period. In the three years since the young premier came into office on the promise to modernize the province, there have been few concrete results for the Islanders to see. The causeway to the mainland postponed, potato prices low, and markets yielding little, many Islanders are more interested in results today than in some vague concept of future prosperity. To counteract this apparent disinterest, and in some quarters, discontent, a series of 26 half-hour television programs explaining and promoting the program began in September.

The plan, which has taken three years to develop, hopes through its economic objectives to triple the net income from the province's basic agricultural industry, stimulate the tourist trade, and by 1983 raise the income of each Islander by about \$1,000. Incomes in Prince Edward Island are now well below the national average. Education has never been compulsory, and the average


education level is Grade 5 or 6. Through its social objectives, the Plan hopes to double the number of students completing Grade 12, upgrade the adult educational levels, improve technical skills, and generally open up more opportunities for the Islanders. The plan would also build or improve 500 miles of roads, hundreds of new homes, and expand health and welfare schemes and other projects. **It is expected that the scheme will cost about \$725,000,000 over the 15 years.**

**In the first seven-year phase, the province will contribute \$118,000,000 from its normal revenues, and the federal Government will provide \$125,000,000 in grants, loans and normal departmental expenses.** In the second phase, Ottawa's share is limited to \$100,000,000 and the province is expected to contribute \$385,000,000 from its expanding economy.


The federal-provincial agreement on the plan was signed in March and legislation was passed establishing the new agencies and legal structures. The planners and staff of the new Development Department report directly to the Premier. The chief attraction for the planners, of course, is the total involvement of the province in the scheme; the opportunity to socially reform a relatively small population of 109,000 people, and bring it up to modern standards, something that has never been attempted on such a large and concentrated scale before.

The success, or failure of the plan would have an impact, not only on techniques of planning and development but also on politics. If Prince Edward Island can demonstrate that it can be done, it could well be used as a model for other provinces. And yet, despite their protest that everything is being done from the top, it is the Islanders themselves who will make or break the scheme. They are being invited and encouraged to take advantage of the help that is being made available. They could, for example, create an agricultural marketing board under new legislation, with help from outside specialists. And farmers, for instance, are not being forced to consolidate their farms into larger units; they are being offered a lifetime pension if they wish to get rid of a burden that can no longer produce a decent living. **But, do they consider it enough of a burden?**





# An Astonishing Potential For Growth



**"Canada possesses an astonishingly large potential for economic growth and development from now to the mid-1970s, exceeding that of most other industrialized countries. If this potential can be achieved, the average Canadian's well-being should be remarkably enhanced. For example, this substantially increased income will allow him to buy many more goods and services. He will be better housed. He will have easier access to improved health care services. Moreover, the country as a whole will have greatly increased resources to meet pressing national needs in many fields."**

This is the optimistic outlook for Canada as seen by the Economic Council of Canada in its Sixth Annual Review, published in September. But the Council warns that this bright future is only a possibility. Rapid growth, it says, can't be achieved easily or automatically, and if it is achieved, it won't solve all of our problems. In fact, this growth will create new problems. The Council's analysis "assumes the maintenance of favourable economic conditions abroad, especially in the United States."

The Council estimates the average growth rate, from actual output in 1967 to potential output in 1975, at about 5.5 per cent a year, compared with 5.1 per cent from 1950 to 1967 and 6.0 per cent from 1961 to 1967. This would increase the annual volume of production by 50 per cent, and the GNP would move from about \$66,000,000,000 in 1967 to \$100,000,000,000 in 1975, in 1967 dollars. If an average annual price increase of 2 per cent is assumed, GNP in 1975 would be \$120,000,000,000 in 1975 dollars.

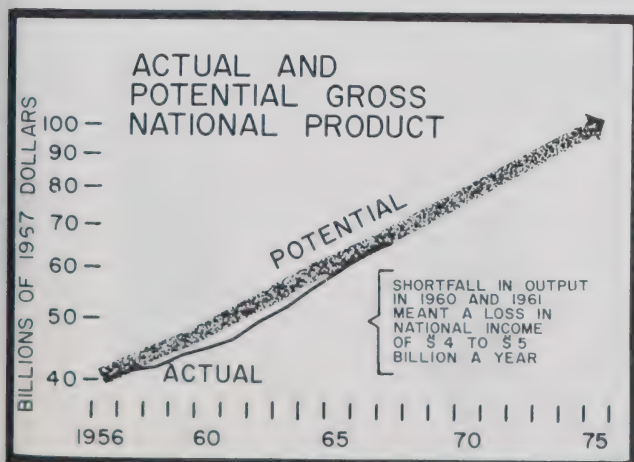
**Achievement of potential economic growth to 1975 could bring very large social and economic benefits to Canadians. For example, it would increase average living standards by about 35 per cent in eight years, and provide for one of the greatest surges in consumer spending that Canada has ever seen. On the other hand, the cost of any significant shortfall in economic performance could run into billions.**

One of the main goals Canada should strive for is full employment along with reasonable price stability. The Council believes that its goal of 97 per cent employment is still a valid one, but it hopes that an even better employment performance may be a realistic aim. "The goal assumes favourable international conditions for the maintenance of high employment in Canada. It assumes a reduction in regional disparities; it is not consistent with very high unemployment in low-income



regions, along with very low unemployment in high-income regions. It assumes a reduction in employment disparities among various age groups, and some moderation in seasonal fluctuations in employment." What is also required, the Council asserts, is the maintenance of strong demand plus a whole series of supply-oriented policies. The Council notes that although there has been an increase in unemployment in the past two years, "much more satisfactory gains in productivity were achieved in 1968 and appear to have continued in 1969." And, whereas the U.S. showed a better employment record, productivity growth in manufacturing in Canada was "above that in the United States."

A satisfactory price performance, the Council says, would "involve reducing the rates of increase in the general price indexes as soon as possible to less than two per cent a year." But again, the goal must be defined with regard to a variety of underlying considerations including: reasonable international price stability; "the statistical deficiencies of our price indexes — the general indexes tend to overstate the price increases actually taking place within the economy; the need to preserve a flexible system of prices responding to underlying demand and supply changes in a dynamic economy; the need for some price declines as well as increases; and the need to avoid situations not only of substantial, but also of persistent and widespread price and cost increases." **High increases of prices and costs are diluting the prosperity achieved since the beginning of the decade, and the costs of continued inflation in North America are large. "They are reflected in hardships for the elderly and the retired, and others on fixed or slow-growing incomes, and they may ultimately be reflected in an impairment of the country's competitive position. They are also reflected in the functioning of the capital markets, in the disenchantment of investors with fixed-income securities, in continuing high rates of interest, and in the financing difficulties faced by governments and some business enterprises."**



The Council says that, in Canada, the economy has been operating with a moderate margin of slack since 1967. Therefore inflation is probably not a reflection of excessive demand pressures. "On the other hand, in the United States, the problem of price and cost inflation has been very much one of excessive demand, aggravated by the impact on the economy of the war in Vietnam." Until there is a change in the U.S., Canadian policies that try to deal with our price and cost problems will be handicapped. **"Further fiscal and monetary restraint could conceivably result simply in higher rates of unemployment and economic slack, with no more than marginal effects on current rates of increase in prices and costs. Moreover, tighter restraint in Canada this year is likely to have its main impact on the economy next year."** And if excess pressures in the U.S. are brought under control this year, the main result of stringent demand policy restraints in Canada this year might be seriously mistimed "to push the economy into a poor economic performance."

## Poverty

Turning to the subject of poverty, the Council says that it places a real burden on the Canadian economy, even though the burden may be invisible. One form the burden takes is in lost output, "the additional production of goods and services that the poor would have created had their productive potential been better developed and effectively used. This additional production would, among other things, be reflected in higher personal incomes and purchasing power, and hence also in higher business sales volumes and government revenues." There is also diverted output. This consists of the goods and services that are not produced because productive resources are diverted from other possible uses into activities made necessary by the failure to eliminate remediable poverty.

"In the labour market, the poor are handicapped relative to the non-poor." They lack the resources to explore alternatives; they make fewer contacts through social groups; jobs that they might be able to fill are not advertised in the community where they are; costs of transportation put them at a disadvantage when looking for work; and the cost of moving a family is often prohibitive. **The Council says that "the programs of the Department of Manpower and Immigration do not appear to be operating with a high degree of effectiveness in relation to the need for overcoming the barriers faced by the poor in this field."**



The Council believes that one of the central tasks of antipoverty policies "should be that of creating or restoring the economic viability of family units and of individuals not in families." This means that there must be more carefully designed efforts to improve the income-generating capacities of the poor, but also much more cohesion and consistency in the provision of services and opportunities to the poor. "At the present time, there are a great many undesirable and economically wasteful features associated with existing programs." One of the most striking examples is the welfare programs. **"Welfare assistance is provided in a manner and amount that all too frequently undermines, rather than reinforces, the abilities and aspirations of recipients to participate productively in the economic system."**

### Education




The quality of education in Canada has improved during the enormous expansion of educational facilities in the last decade, the Council says. But the focus has been primarily on quantity, and this focus "should increasingly shift to improving quality and efficiency." Although there have been improvements in the consolidation and financing of schools, substantial disparities among districts of each province, as well as among the provinces, still remain. This suggests a continuing need for equalization payments, assistance for technical and vocational training, and other measures such as scholarships, loans and grants.

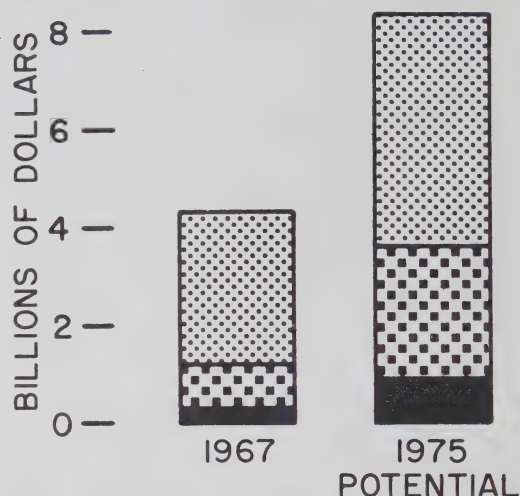
The Council predicts that educational expenditures will probably double by 1975. So, this makes it vital to increase the efficiency and the productivity of our educational effort — meaning that more spending on research into education is needed in Canada.

### Housing






"A high rate of new residential construction must be maintained." We are now in a situation in which a major housing crisis could develop within a very short period of time. To overcome this threat, the rate of new housing starts must be carefully monitored, and if there is any sign of a falling off, remedial action should be quickly considered. "We are a rich nation, and decent shelter is an elementary human need. Various forms of public assistance will therefore be required to provide adequate housing at reasonable cost to low-income families and individuals." The Council agrees that recent changes in housing policy have strengthened the capacity of governments to meet this need, but it suggests that more effective measures must be considered.

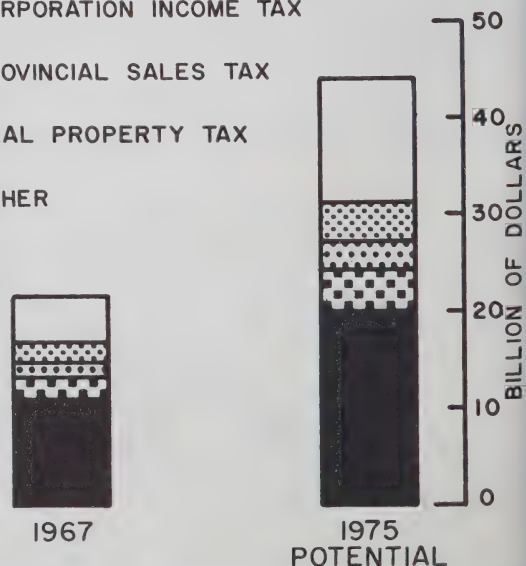
## EDUCATIONAL EXPENDITURES BY FEDERAL, PROVINCIAL AND MUNICIPAL GOVERNMENTS

-  ELEMENTARY AND SECONDARY
-  UNIVERSITIES
-  OTHER



## FEDERAL, PROVINCIAL AND MUNICIPAL REVENUE

-  PERSONAL INCOME TAX
-  CORPORATION INCOME TAX
-  PROVINCIAL SALES TAX
-  REAL PROPERTY TAX
-  OTHER



The report went on to condemn the fact that housing “is beset by archaic attitudes, institutions, restrictions, and other problems — including a multiplicity of obstructive building and zoning codes, small-scale and relatively inefficient production, a failure to make adequate advances in the development and use of new production (including technology that would encourage larger-scale and more off-site production, together with more widespread use of modular components), restrictive labour practices, impediments to better management, a totally inadequate amount of research on the industry’s problems, and land speculation that inhibits the effective carrying forward of larger-scale housing developments in an efficient way.” All of these factors, the Council says, add to housing costs, and tend to produce low productivity in the housing industry.

Regional Disparities

There has been only a slight improvement in regional income disparities during the strong economic expansion in Canada during the last decade, the Council notes. This reinforces its cautionary statement that achievement of Canada’s potential growth will not automatically reduce these disparities, although it will provide a better basis for policies to move in that direction. **“What is required is a set of special policies predicated upon improved understanding of the underlying factors contributing to regional disparities, and focused on facilitating high rates of self-generation growth in the lower-income regions.”**

The Grain Economy

“Canada faces major adjustments to its agricultural economy,” and the main impact of such adjustments would fall on the Prairie Provinces. This change implies a need to shift resources from wheat production into other forms of farm production, and further shifts of resources out of agriculture and into other types of economic activity. The Council suggests that more effective policies are needed to facilitate such adjustments, along with strong efforts to maximize sales of wheat and other grains. **Many developments in the world grain market suggest that such changes are not likely to be of a temporary nature and are working to Canada’s disadvantage.**

Balance of Payments

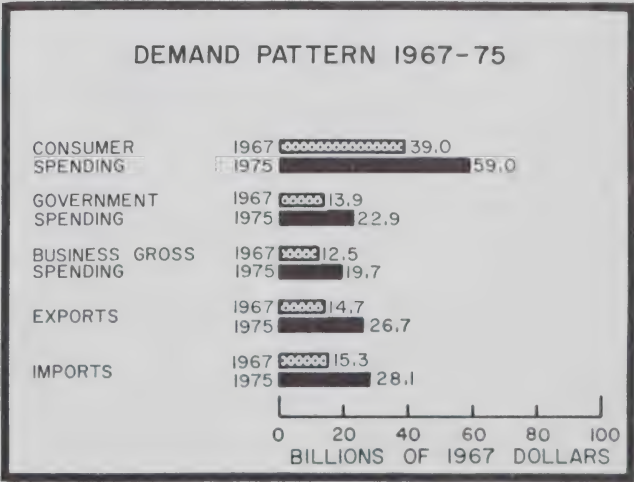
There is a three-fold goal in attaining a viable balance of payments. A first goal is to assure that Canada’s international receipts are adequate to cover our international payments obligations. The goal should also recognize the need to maintain good access to external sources of capital and strengthen Canada’s international

competitive position. This last point implies “improvement in the capacity to export and to meet import competition, based on rising productivity, and that the current account payments deficit should be lower in relation to total output — and that the corresponding net capital inflow should be smaller in relation to domestic investment — than has been the case under past conditions of rapid economic growth. The successful achievement of this is, however, still consistent with some absolute growth in the current account deficit and the net capital inflow.”

Health Services

Canada’s expenditures, both private and government combined, are among the highest in the world on a per capita basis. And these expenditures are expected to increase more rapidly than any other area of government spending to 1975, the Council says. “By 1975, they may total nearly \$5,000,000,000 in 1967 dollars, about double the 1967 level.” Even with these large expenditures, Canada’s infant mortality rates in 1966 were higher than those of 11 other countries, although somewhat lower than those in the United States. Besides, there was a substantial variation among the provinces, from a low of 20.2 per 1,000 live births in Ontario to a high of 28.0 in Newfoundland, and up to 70.3 in the Northwest Territories. And at least 14 countries have lower maternal mortality rates than Canada.

The report of the Council suggests that various environmental factors and habits have offset the increased medical knowledge and expanded health services. “For example, the fastest-growing segment of Canada’s population will be the young adults coming into the labour







force. Since accidents, particularly automobile accidents, are the major cause of death in this group, possibly their death rate could be reduced and life expectancy increased more effectively by larger resources devoted to reducing the frequency and severity of accidents than by larger resources devoted to health care."

### Urban Development and Pollution

There will be a fairly rapid increase in urban development programs, including public assistance for low-income housing and the stepping-up of programs to deal with environmental pollution. "By 1980, eight of every ten Canadians — some 20,000,000 people — may be living in urban areas, with almost two-thirds of the population in about 29 major cities. In the past, urban growth has generally proceeded in a haphazard, unplanned manner. In the future, we need greater attention focused on the adaptation of cities to people, and not the other way around. Such an emphasis can be translated into demands for collective services and social capital of many kinds — for transportation, health, education, public utilities, recreational facilities, protective services, waste disposal and pollution abatement — demands that tend to increase more rapidly than incomes."

The Council insists that better management of the environment be considered for inclusion among the broad goals of our society. "Pollution entails costs — frequently, costs to society that are not readily apparent. On the other hand, it is also important to recognize that pollution abatement also entails costs." The existing problems of water pollution, the Council says, can be expected to intensify unless present programs for abatement are further accelerated. **The consequences of this kind of pollution include inadequate water supplies, the menace to health, destruction of fish and other aquatic life, loss of recreation areas and the creation of a generally disagreeable environment.**

"It has been estimated that roughly 60 per cent of urban air pollution can be traced to the automobile. In



Montreal, during the transit strike of October 1967, health department tests showed downtown peaks of carbon monoxide concentrate approaching dangerous levels. Evidence suggests that damage to certain crops in Southern Ontario in recent years" is due to pollutants from the United States. This is a particular problem of air pollution, the Council says. The problems cross jurisdictional boundaries, and any action on air pollution must involve co-ordination among all jurisdictions involved.

### The Decision Makers

Canada has a highly decentralized system of decision making in which the great bulk of decisions affecting the economy are actually made outside of government. The attainment of Canada's goals will require improved decision making in both the government and private sectors. **There are grave dangers that, with the huge size of the government sector, government programs, once established, "may be continued in virtual perpetuity long after the needs for which the programs were originally conceived have disappeared."** Thus, the Council urges constant review of subsidization programs as they often "support weaknesses rather than contribute to strengths by frustrating desirable adjustments to change," and may often lock potentially valuable productive resources into low-income activities.

As well as getting rid of these costly, irrelevant programs, "governments will also have to learn to co-ordinate their activities more closely, to sink their individual differences in the interests of the nation as a whole, and to operate as a team so that all of the main engines of government are working smoothly and effectively together."

### A Framework for Policy Making

"Two catastrophic events have shaped the lives of many Canadians in the middle and older age groups — the Great Depression, and the War. **To overcome the Depression and to win the War constituted for many Canadians the overriding goals of the society in which they grew up, or in which they have lived a significant part of their adult lives. The backwash of these events has continued to influence the development and design of Canadian society in many ways.**" But, half of our population has no first-hand knowledge of these events. "Many Canadians have new interests and aspirations." But a new consensus about national priorities has not crystallized, and there is a vast and confusing array of wants and needs.





Then, how can we allocate resources among many competing claims? What order of priorities do Canadians want to set? The Council says, "We believe that it is urgent to develop a new and clearer consensus about Canada's national goals and priorities." To do this, the Council suggests continuing studies into national goals and priorities that would set out costs and manpower requirements for attaining specified objectives and ensuring that the results of such studies be brought to the attention of Parliament, the legislatures and the public.

The Council concludes its report by saying again that Canadians face many hard choices regarding the way resources will be used. **"There could be no more effective way of bringing rational processes to bear on the**

**answers to these questions than to establish effective machinery for a continuing appraisal and re-appraisal of society's changing needs and preferences within the context of an overall framework of national goals and objectives."**



# Labour Costs in Manufacturing

Total labour costs for each employee averaged \$6,873 in 1968, and supplemental pay represents the total of employer expenditures covered in excess of basic or straight-time pay for in-plant time. A total of \$341 for each employee was paid by employers into private benefit plans or funds. Payments required by law including workmen's compensation, unemployment insurance and Canada or Quebec Pension Plans averaged \$178 for each employee.

Employers in manufacturing paid an average of \$1,263 to each employee in supplemental pay in 1968, says a preliminary survey of labour costs conducted by DBS and the Canada Department of Labour. This amount represented 18.4 per cent of the total of the labour cost items selected for study. The survey covered a sample of manufacturers with 20 or more employees in any one month.

As well as basic or straight-time pay, employees received other direct payments from their employers. These payments averaged \$744 for each employee, 11.7 per cent of labour cost items. The largest of these payments is vacation pay, averaging \$298 for each employee.

## Selected Labour Costs, Manufacturing, Canada, 1968

Type of Expenditure	All Employees		Salaried Employees		Wage Earners	
	\$	%	\$	%	\$	%
Basic or straight time pay.....	5,610	88.3	7,278	88.8	4,901	88.0
Other direct payments to employees						
Overtime and holiday work premiums.....	109	1.7	42	0.5	138	2.5
Shift work premium pay.....	31	0.5	6	0.1	42	0.8
Other premium pay.....	6	0.1	1	—	8	0.1
Paid holidays.....	189	3.0	254	3.1	162	2.9
Vacation pay.....	298	4.7	394	4.8	257	4.6
Paid sick leave.....	22	0.3	35	0.4	16	0.3
Other paid absence.....	3	—	4	—	2	—
Miscellaneous direct payments.....	87	1.4	181	2.2	47	0.9
Total other direct payments.....	744	11.7	915	11.2	672	12.0
Total direct payments.....	6,354	100.0	8,193	100.0	5,573	100.0
Payments required by law						
Workmen's Compensation.....	58	0.9	55	0.7	59	1.1
Unemployment Insurance.....	46	0.7	32	0.4	52	0.9
Canada/Quebec Pension Plan.....	74	1.2	80	1.0	72	1.3
Total.....	178	2.8	167	2.0	183	3.3
Payments to benefit plans						
Pension plans.....	180	2.8	285	3.5	136	2.4
Life and Health Insurance.....	153	2.4	172	2.1	145	2.6
Other plans.....	8	0.1	12	0.1	7	0.1
Total.....	341	5.4	469	5.7	288	5.2
Total supplement pay including other direct payments	1,263	19.9	1,551	18.9	1,143	20.5
Total selected labour costs.....	6,873	108.2	8,829	107.8	6,044	108.4



# A Frank and Candid Look

Federal and provincial labour ministers met in Ottawa on September 4 and 5 to discuss the conclusions and recommendations of the Prime Minister's Task Force on Labour Relations—the Woods Report (L. G., May, p. 269). The conference, which was held in camera, gave the labour ministers the opportunity to candidly review labour legislation and practices, and to seek new solutions to the problems of changing economic conditions within the framework of regional development.

Leading the provincial delegations were: Alberta Minister of Labour R. Reiersen; Manitoba Labour Minister A. R. Paulley; New Brunswick Labour Minister H. H. Williamson; Newfoundland Labour Minister W. J. Keough; Ontario Labour Minister Dalton A. Bales, Q.C.; Prince Edward Island Labour and Manpower Resources Minister J. E. Blanchard; Quebec Labour Minister Maurice Bellemare; and Saskatchewan Labour Minister Lionel Coderre. British Columbia was represented by Deputy Minister of Labour W. H. Sands, and Nova Scotia by Deputy Minister of Labour R. E. Anderson.

Quebec Labour Minister Maurice Bellemare told newsmen that some recommendations of the Woods Report were in line with the concept of Quebec's general labour policy, and that at least 16 others had already been in force in Quebec for several years. The recommendations already implemented, he said, dealt mainly with the protection of employer associations against union interference, the maintenance of stable working conditions during the proceedings connected with union certification, and the obligation of management and labour to seek conciliation services before resorting to a lockout or strike.

At the end of the conference, Hon. Bryce Mackasey, Minister of Labour, said at a press interview that "they were two of the most fruitful days" he had ever spent as Minister of Labour. "I had approached the conference with a degree of apprehension that was quite natural when you think that I was faced with men more knowledgeable than I am in labour legislation. But I have come out wiser, and have confirmed some of my conceptions that the same problems face all the ministers."

Many of the recommendations, the Minister said, are already part of legislation in the provinces. The provinces have modernized and brought their labour legislation up to date, whereas the federal Government is about 20 years behind the times. Some of the recommendations have little or no application to the provincial field; some have little application to the federal field.

"We did not attempt to arrive at any consensus," Mr. Mackasey said, in reply to one question. "It was simply an exchange of ideas." He pointed out that any recommendations had to be examined in the light of how they affected the delicate balance between federal and provincial power.

Mr. Mackasey believes that a national labour policy would not be feasible. "Uniformity of objectives, yes—all working for the same thing. But because of the size of the country, problems vary, and it is impossible and unnecessary to have a uniform policy. The problems of Ontario and Quebec are bound to differ from the Maritimes and the West. We could not have the same minimum wages, for instance. You can safely say that we are united on objectives, but quite logically we differ in opinion as to how we shall deal with the problems we face in meeting these objectives."

The Minister was asked if there were any recommendations in the Woods Report that he did not think feasible or practicable. "I have an open mind on all the questions raised by the Woods Report," he replied. Had the ministers discussed wages? "We didn't get into the question of wages. It's a contentious area. Management and labour have to do the deciding about sharing the fruits of labour, the shared distribution of profits." Concern-

ing strikes, Mr. Mackasey said that the problem was not nearly as great as Canadians seem to believe. "There is too much emphasis on labour unrest, and not enough on the excellent record the provinces have for collective bargaining."

When asked about the possibility of federal legislation emanating from the conference, the Minister said that there will be federal legislation introduced at the next session of Parliament in the spring of 1970. "I am concerned with wage standards, and naturally hope for provincial approval on minimum wages."







Pointing out the need for such anti-inflationary measures, Mr. Trudeau emphasized the adverse effects of inflation on "pensioners, wage earners with weakened bargaining powers, the unemployed, persons on welfare, and others who are unable to increase their incomes."

The measures proposed by the Prime Minister include existing government programs to: place the 1969-70 budget in a surplus position, "the first actual surplus position in 13 years"; hold down costs of all Canadian governments by refusing to turn over larger amounts of money to the provinces; develop a set of voluntary restraints on prices and incomes for 1970, as developed by the Prices and Incomes Commission; and meet policy objectives and maximize productivity for each man at the lowest administrative cost through a new kind of expenditure forecasting known as Program Planning and Budgeting.

In addition to these devices, the Prime Minister announced a set of expenditure guidelines that have been agreed to in advance of the preparation of the estimates for the fiscal year 1970-71. **Without such guidelines and improved cost efficiency in the Public Service, government expenditure could be expected to increase by 14 per cent during the next year.** "We'd be on the road to financial disaster if nothing were done to bring spending under control."

Total spending by the federal Government would go up to nearly \$17.5 billion in 1974-75, but revenues would go up to about \$15.75 billion, leaving a deficit that year of \$1.75 billion or a cumulative deficit over the next five years of \$7.5 billion. The guidelines, he explained, "are designed to recognize the Government's emerging set of priorities." Some programs will increase in response to new demands, whereas others will have to be carried out "under severe budgetary limits."

For most programs and activities, he emphasized, all cost increases, including salary increases, will have to be made within the dollar limits of the current budget. This will require **"cutting the fat out of our expenditures,"** and replacing inefficient and outdated programs by new ones that will be more able to help low-income and destitute Canadians. One decision taken by the Government to facilitate this guideline is to reduce the size of the Public Service. In the estimates for the current year, the Government reduced authorized employment levels in the public service by about 9,000. More than 10,000 authorized positions that are now vacant will not be filled. In addition, 5,000 to 7,000

# The Fight Against Inflation

Anti-inflationary measures applied to the federal Government's fiscal and monetary policies will help curtail federal expenditures, Prime Minister Trudeau has promised Canadians in a nation-wide radio and television broadcast. Mr. Trudeau announced on August 13 that the number of positions in the federal public service would be reduced by 10 per cent, chiefly through natural attrition. Most government expenditures in the coming fiscal year will be frozen at 1969 levels in order to keep Canada from drifting into an intolerable financial position.

He called on other sectors of the economy to exert similar restraints. "I appeal here particularly to the business community, to the unionized workers, and to other levels of government, all of whom exercise considerable influence on the course of our economy."



positions will be dropped from the federal payroll as a result of the hold-the-line guideline, for a total decrease of 10 per cent from the 1968 authorized size of the Public Service. The Prime Minister emphasized that the reduction will be carried out by a process of normal attrition, which is expected to facilitate the job reduction. There will be some layoffs, however, and the Government will immediately begin consultations with Public Service employee organizations.

Another guideline concerns defence expenditures. "Stabilization of defence spending at this year's level means a realignment of defence activity, a gradual reduction of defence personnel accompanied by rising operational productivity for each man and improved equipment." The same afternoon, the Minister of Defence, Hon. Leo Cadieux, announced the closing of four defence establishments in Quebec and Ontario, and the reduction of activities at a fifth.

The Prime Minister added that nine other guidelines on the operations of government departments were to be announced by Cabinet ministers during the following weeks. **"Our review of old and new programs and activities invites the questions: Are they as relevant today as when they were introduced? Do they now serve their purpose? Would they be curtailed? How do we cut the pie to make room for today's new priorities?"**

"Just cutting off a chunk of jobs is a very crude instrument," said Leslie Barnes, Executive Director of the Professional Institute of the Public Service of Canada, after Prime Minister Trudeau announced his program. "Mr. Trudeau said in effect that 'we will drop the 10,000 vacancies that happen to exist at the moment'." Mr. Barnes said that eliminating positions without an examination of individual vacancies "can be terribly inefficient." But he was glad "the Government has recognized something we have been trying to get across for months—the need to consult with us on these matters."

Claude Edwards, President of the 130,000-member Public Service Alliance of Canada declared that the Alliance was determined to make sure that any adjustments in federal employment levels would be accomplished by not filling posts left vacant by retirements and normal turnover in staff, rather than by firings.

"Contributing to unemployment at this time is not going to cure our country's inflationary ills, and I think that perhaps the Government is making a 'show window' out of the Public Service in the hopes that others will follow its example." Mr. Edwards said, "I wonder how long this can continue, because the Government service has

been under a freeze for 17 months already. We have seen some of the results of deteriorating service brought on by lower manpower levels. Anyone who has tried to get a passport this year knows what happened in that particular area."

**Donald MacDonald, President of the Canadian Labour Congress, charged that the Prime Minister is "asking the ordinary people—the workers—to suffer the brunt of the measures he is introducing. There are many other factors responsible for inflation and there should be equality of sacrifice across the board," he insisted. "What bothers me is the terrible preoccupation with the proposal that workers' earnings and salaries are the cause of inflation."**

J. C. Whitelaw, Executive Vice-President of the Canadian Manufacturers' Association, called for a national public information program to inform Canadians on inflation and what must be done to defeat it. "The test of all measures now being taken is the extent to which they break the inflationary psychosis." He noted that some of the fiscal and monetary measures described in the Prime Minister's broadcast had already been taken by government and industry, and he urged discipline by the provinces in their spending on shared-cost programs that, according to the CMA, are the most rapidly rising part of government expenditure.

The Canadian Chamber of Commerce commended Mr. Trudeau for taking firm action to contain controllable government expenditures. A. Searle Leach, Chamber President, said that the moves made by the Prime Minister have long been advocated by his organization. **"It is to be hoped that other levels of government will take similar action; for it is only through concerted effort that inflation can be checked effectively.** We note that the plan to curtail growth in the public service will be done mainly through attrition or by leaving present vacancies unfilled, thus easing disruptive effects in the public service," he said.

The Confederation of National Trade Unions termed the Prime Minister's anti-inflationary proposals as honourable, but it scored the "weakness" of his measures. It chided the Prime Minister for not having "publicly chastised" those responsible for governmental inefficiency in the past, for which a cutback in Civil Service personnel was now required. **Government efficiency, the CNTU said, does not constitute anti-inflationary measures, but is something the public is entitled to take for granted.**



# Is Ontario Big Enough For Everybody?



Is Ontario big enough for everybody? "A place to go; a place to grow, is Ontar-i-ar-io," the song boasts, but this promise is not extended to all residents of the province, as George McCurdy, Human Rights Administrator in the Canada Department of Labour, found out when he examined the findings of an advisory committee on employment in one Ontario city.

Speaking to a human rights workshop at the Steelworker's Union Centre in Sudbury, Mr. McCurdy said that teachers from India for example, were told that they could not be hired in a city in Ontario because they had no Canadian experience, but even after they had resumed studying to improve their qualifications, they were then told that "there is no place for them until all Ontario qualified people have been absorbed." In briefs that they had submitted, Indian spokesmen as well as some of the European immigrants, said that although they had jobs lined up before they left home, these jobs were not available when they arrived in Canada. Other professionals from India discovered too, that their degrees were not recognized by professional licensing bodies in Canada.

But the problem of discrimination seemed to the Committee to be most acute concerning the city's black community. **The Committee learned that Negroes are not randomly distributed in the socio-economic structure, and that a vast majority occupy a position at the base of the occupational and economic pyramid.** The vast majority of Negro workers in the city were found to be in the unskilled or semi-skilled occupations; most were employed in the large automotive plants and related small industries. A large percentage of the remainder were employed at a similar level by the municipal and federal governments. Others were employed in various service occupations such as janitors, elevator operators and work of this type.

There were few Negroes in the skilled trades. There was one apprentice steam fitter, but no plumbers, sheet metal workers, bricklayers, stonemasons, plasterers or construction electricians. There was one black lithographer, one barber, and three hairdressers in actual practice. The few Negroes that were employed at the professional level mainly held positions in public institutions. As far as could be determined there were only three Negro professionals employed by the 10 largest employers in the city.



The Committee believed that discrimination could be broken down into two categories—unconscious and conscious. Unconscious discrimination was related to attitudes towards minority groups among the community at large, involving time-old stereotypes of minority groups, i.e. “they are lazy,” and “they would rather live by themselves,” and patterns of behaviour that have been handed down. It was believed that traditional social and service club membership practices reflected a kind of unconscious discrimination. There was a feeling within the Committee that members of minority groups were not being approached or invited into membership.

Among the Committee's recommendations were: an information centre to co-ordinate and convey information about services to the community with specific concern for immigrants and local minority groups; sensitivity training for teachers as an in-service program to help them get a better understanding of minority groups; a concerted effort on the part of all agencies involved in education, vocational retraining, job counselling, to ensure appropriate participation by black people in all programs; public education programs to counteract stereotyped and unconscious attitudes of prejudice towards minority groups; and a clear-cut policy of non-discrimination by management, and broader based educational programs sponsored by unions to ensure that non-discriminatory policies would filter down to the rank and file workers.

Mr. McCurdy said that the Advisory Committee's work has resulted in a new determination and enthusiasm in private industry to become involved in helping socially and economically disadvantaged citizens. One of the auto factories is launching a pilot project to absorb 20 of the hard-core unemployed. Many of these potential workers are at the moment unschooled, unskilled and unmotivated, but the industry will help them overcome their handicaps and become productive workers.

“We can learn much from the struggle for human dignity in the U.S.A.,” Mr. McCurdy said. “Americans have been in the eye of a social storm mainly because of indifference, because they ignored the ferment beneath

the surface, because they were oblivious of the black man's frantic striving to assert his humanity and equalize his position with the white man.” A Gallup Poll, published on July 22, 1967, revealed that only one white American in 100 thought that the Negro had legitimate grievances. Tragically, in the same month and year, said Mr. McCurdy, black people, alienated citizens, living in the ugly Ghetto of Detroit exploded and spilled into the streets. Four days later 43 persons were dead and nearly \$1 billion worth of property was in ruins. Out of the ashes of the burning buildings emerged a Committee known as “The New Detroit Committee” that has worked effectively in the areas of employment, housing, education and training, community services and attitude change.

“The great majority of Canadians are people of good will who believe in decency, fair play and equal treatment for all Canadians but too often they suffer from this same kind of blindness to social and racial injustices that permeated the American society,” said Mr. McCurdy. “Their knowledge precedes facts; they don't want to face social realities. But this fantasy world has been rendered uninhabitable.”

Mr. McCurdy told delegates that the drive of Canada's minority Indian population for equal rights with the white population is developing into a militant movement. As an example, he mentioned a Kenora Indian, Fred Kelly, who had told the Canadian Conference of Social Work Students in February that Indians are moving toward a form of coalition with other minority groups such as the Negroes to develop a “uniformity of cause.”

And in conclusion Mr. McCurdy quoted the comment made by Minister of Labour Bryce Mackasey in the House of Commons in November: “There are people in this country who have been discriminated against for so long that they have begun to discriminate against themselves, to limit their own aspirations because they cannot conceive that the better opportunities, the better way of life, could be for them also. This is a loss to Canada, a loss to our labour force which we can ill afford. **The Department of Labour will not tolerate prejudice based on colour, religion, or national origin. I think it is time that the federal Government and the crown corporations be model employers, examples for others throughout the country.**”



# Why Veterans Weep



People who retired less than 10 years ago are finding it difficult to make ends meet, claims Corabel Penfold, Chairman of Pensioners Concerned, a Toronto-based group devoted to the welfare of people living on pensions. "But those who retired before that are desperate," Mrs. Penfold stated at a recent press conference in Toronto.

The organization, "determined to be heard across Canada," formed last spring when a group of 12 pensioners who periodically got together socially, realized that their conversations were more and more revolving around the high price of food, taxes, and other commodities. They began to note with alarm how quickly the money in their comfortable retirement nest eggs was diminishing. "We expected we'd have to make adjustment when we retired," Mrs. Penfold said, "but we didn't expect to be robbed of our dignity."

This timeworn plea was also reflected in a release issued by the national veterans' associations, who have voiced their discontent with inadequate pensions for meeting the high cost of living. The target of their discontent was the government's white paper on disability pensions released in September. Through a press release issued in Montreal by Lorne Manchester, Editor of the Legion Magazine, **the veterans expressed appreciation to the government for drawing up the paper and they welcomed the government proposal to extend special consideration to Hong Kong veterans. But the sum total of the proposals, they said, was inadequate and disappointing.** They criticized the amounts and type of allowances proposed for multiple disability casualties, and expressed keen disappointment that the Government had not taken any action on the basic rate question.

Also under fire was the planned reorganization of the pension appeal system. The veterans claimed that the proposed establishment of an appeal division within the pension commission would not provide for the independent appeal body that was recommended by a committee looking into pensions, and that they themselves had requested. And the government proposal to provide special additional allowance for 100-per-cent disability pensioners, those now getting the maximum rate of pension, was far short of meeting the need outlined in the Woods Committee Report that had recommended substantial increases for multiple disability casualties.

The veterans' organizations said that the Department of Veterans Affairs had turned down or omitted to mention 83 of the 148 recommendations of the Woods Committee Report, issued in March 1968, and that those that had been accepted with "modification" were modified to the point where it negated the original intent of the report. The committee was set up in 1965 and was chaired by Mr. Justice Mervyn Woods of the Saskatchewan Court of Appeal, a past president of the Royal Canadian Legion.

this law is repealed, he will continue to pay through these monthly deductions for the rest of his life, even though he has already repaid \$820 more than the original \$1,500 debt. The justification for this life-long repayment apparently is that if invested in the pension fund, it would have been accruing interest. Pensioners have the choice of either taking the court award in cash and accepting a reduced pension, or letting the government have it to spread over the life of the pension.

A proposed change in pension legislation that would allow a disabled veteran to keep an award for "pain and suffering" prompted an MP to bring the attention of Parliament to the unusual case of an ex-military policeman who late in World War II had been struck by a truck and lost one leg at the hip. He was awarded \$3,500 for loss of the leg and \$1,500 for "pain and suffering." Under the law, the \$3,500 went directly to the government for investment in its pension fund, but someone at the time assured the man that the \$1,500 was his. After he had spent the money, he discovered that it too should have gone to the government. A deduction was then made from his monthly disability pension cheque and he has now paid \$2,320. Unless

Pensioners Concerned, the group of civilian protestors, said that interest in their group has generated "between 3,000 and 4,000 letters" to Ottawa, urging income tax reform and a better deal for pensioners. The group pointed out that people over 65 with incomes of less than \$2,000 are now paying income tax. They stated that although pensioners over 70 receive an additional \$500 allowance, the basic tax exemption of \$1,000 plus \$100 for donations and medical expenses has not been adjusted since 1940. **They believe that pensioners should not have to pay the 4-per-cent Old Age Security Tax. They also want retired couples on fixed incomes of under \$4,000 a year to be exempt from income tax, and they would like exemptions for single pensioners getting less than \$3,000 a year.**





# Employment Fatalities

Second Quarter, 1969

The department has received reports on 159 employment fatalities that occurred in Canada during the second quarter of 1969. During the previous quarter, 235 fatalities were recorded. This is 30 more than the previously published total of 205 (L. G., Aug., p. 465). In the second quarter of last year, 224 fatalities were recorded, 42 more than the preliminary figure of 182 (L. G., Nov., 1968, p. 644).

During the quarter, seven multifatality accidents brought death to 21 workmen. In April, nine men lost their lives: three water transport drivers were drowned when their ship capsized near Vancouver; three crewmen died when their tug, the "Emerald Straits," sank in a B. C. harbour; and three men were killed in a plane crash near Virginia River, NWT. In May, three lobster fishermen were drowned when their boat was capsized by 12-foot waves in the Gaspé Area. In June, three youths were killed by a flash fire at their summer camp at Contrecoeur, Que.; three miners were killed in a cave-in at Belmer South Coal Mine in Natal, B.C.; and three men died in a plane crash near Norman Wells, NWT.

Three industry divisions accounted for 57.9 per cent of the total number of fatalities (see Table H, p. 708). Of the total, 38 occurred in transportation, and 27 each in mining and manufacturing. The remaining 42.1 per cent were distributed in the other industry divisions as follows: construction, 13.3 per cent; forestry and public administration, 6.9 per cent each; fishing and service industry, 5.0 per cent each; and agriculture and trade, 5.0 per cent each. No fatalities were reported for finance.

The 25-44 age group accounted for 47.8 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 25.2 per cent, and the remaining 27.0 per cent were distributed among the other age groups as follows: 20-24 age group, 17.7 per cent; 14-19 and 65-and-over age groups, 2.5 per cent each.

Four occupational divisions accounted for 73.6 per cent of the total fatalities: craftsmen, production process and related workers, 32.7 per cent; transportation and communication workers, 17.6 per cent; miners, quarrymen

and related workers, 13.2 per cent; labourers and unskilled workers (not agricultural, logging, fishing or mining), 10.1 per cent.

The distribution of the remaining 26.4 per cent among other occupational divisions was as follows: loggers and related workers, 6.3 per cent; service and recreation workers, 5.7 per cent; fishermen, 5.0 per cent; managerial workers, 4.4 per cent; farmers, 2.5 per cent; professional occupations workers, 1.9 per cent; and sales employees, 0.6 per cent. There were no fatalities recorded for clerical workers.

Three accident-type categories accounted for 71.1 per cent of the total number of fatalities. These were: struck by different objects, 28.3 per cent; collisions, derailments, wrecks, etc., 23.3 per cent; and falls and slips, 19.5 per cent. The remaining 28.9 per cent were distributed among other accident-type categories as follows: caught in, on or between different objects, 8.8 per cent; contact with electric current, 8.2 per cent; inhalations, absorptions and industrial diseases, 5.7 per cent; conflagrations, temperature extremes and explosions, 4.4 per cent; miscellaneous accidents, 1.2 per cent; and over-exertion, 0.6 per cent. There were no fatalities recorded in the striking against or stepping on objects category.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 57.1 per cent of fatalities in construction, 55.6 per cent in manufacturing, 50.0 per cent in transportation, and 44.4 per cent in mining. The 45-64 age group accounted for 36.8 per cent of the fatalities in the transportation industry. An examination of the concentration of fatalities by occupation shows that craftsmen, production process and related workers accounted for 62.9 per cent of the fatalities in the manufacturing industry; 61.9 per cent in the construction industry; and 36.8 in the transportation industry. Transport and communication workers accounted for 52.6 per cent of the total number of fatalities that occurred in the transportation industry.

An analysis of cross-classifications of industry divisions by main accident-type categories reveals that 90.9 per cent of the fatalities in forestry, 47.6 per cent of the fatalities in construction, and 44.4 per cent in the mining industry were caused when the victim was struck by different objects; and 50.0 per cent of the fatalities in transportation were caused by collisions, derailments and wrecks.

During the quarter under review, there were 64 fatalities in April, 61 in May and 34 in June. By province, the largest number of fatalities, 68, occurred in Ontario; in British Columbia there were 36, and in Quebec, 19.

## Overcoming Rehabilitation Problems

Acquainting people with the problems that affect the physical and vocational rehabilitation of an industrially injured workman and to explain what the Workmen's Compensation Board does to overcome these problems was the aim of a seminar held in Toronto by the Ontario Federation of Labour. It was the 13th annual seminar on Workmen's Compensation sponsored by the OFL and it attracted more than 500 delegates.

For the first time, an in-depth discussion of serious medical problems was presented at the Seminar. Emphasis was placed on those problems that directly affect a workman's ability to do his job. The role of the Board's medical staff and consultants in the reduction of disability was given special attention.

B. J. Legge, Chairman of the Workmen's Compensation Board was one of the Seminar speakers. In discussing the co-operation between the WCB and the OFL, Mr. Legge said, "Like the OFL, the Workmen's Compensation Board works in the sensitive area of human suffering that erupts with industrial injury. Since half a million workmen are affiliated with the Ontario Federation of Labour, they look to you for help and advice in compensation matters. By your candid and friendly approach to our activities, you can help us to help others." Mr. Legge also spoke of the economics of medical care. **"After more than fifty years of experience, the Board knows that providing the best in medical care is**

**the most economical and satisfactory policy to follow,"** he said. "Rehabilitation is and always must be a key part of the compensation system. This is a continuous process from the time of the injury, and is often combined with physical and occupational therapy. Where a permanent disability prevents the workman from returning to his usual work, vocational rehabilitation may require extensive retraining in a brand new field, or attending an approved course to learn new skills."

In the keynote address, Richard L. Schmidt, Director of Compensation and Safety, UAW, Detroit, compared the striking differences between the Workmen's Compensation Act of Ontario and those of most American States. In discussing the differences Mr. Schmidt said, "I realize that your Act comes much closer than ours to meeting the original principles and objectives of those who wanted to create a fair, equitable and profitless system of workmen's compensation in North America." He went on to say, **"It is clear that your injured workers do receive a greater replacement of wages which they lose during disability than workers in the United States. It is also clear that Ontario employers enjoy lower costs for workmen's compensation coverage than employers in the United States."**

Seminars between organized labour and the Workmen's Compensation Board were arranged during the middle 30's and for a number of years afterwards to bring these bodies together for open discussion. In 1957, the Provincial Federation of Labour merged with the Ontario Federation of Labour, and as a result the new organization undertook more formal and far reaching discussion on an annual basis which sought to disseminate information on compensation to its membership.



# Keeping the Adult Trainee on the Job

What training methods influence the length of time older workers will stay in new jobs? A booklet written by Dorothy Newsham, a member of the Industrial Training Research Unit, Cambridge, England, reports the findings of a study that compares the labour turnover of middle-aged trainees with that of young people. (*The Challenge of Change to the Adult Trainee*, by D. B. Newsham, Her Majesty's Stationery Office, (T.I.P.3., 1969) London, England.)

The results are of interest to anyone concerned with training of older workers or with justifying the additional investment that this training may entail. The method of training older workers appears to influence their continued employment more so than for younger trainees. The study emphasizes that concern with training methods alone is not sufficient to ensure the success of a training program. It suggests that a complete scheme should include: adequate preparation of the trainees before formal training begins; briefing of first-line supervision so that the critical move to production is safeguarded; and adequate follow-up by training and personnel staff.

The survey examined 30 organizations known to be retraining young employees, and workers over 35 years of age for operations that required instruction for at least two weeks. **The purpose was to compare the older men and women who successfully completed training with the young workers, and to determine how long they remained in the job for which they had been retrained compared with their younger colleagues.**

The findings indicated that a higher proportion of older men tended to leave during the training period or soon after. After this period, however, the trend reversed, so that the survival rate of older men over a long period compared favourably with that of young men. **Older men tended to succeed best—as measured by labour turnover—in jobs requiring training for from 10 to 13 weeks. They tended to be less successful in jobs requiring longer training periods or very short training periods,**

**and they were least successful in those requiring six to eight weeks training.**

The follow-up among women trainees showed a turnover greater than for the men. Unlike the men, however, the older women tended to stay longer than the young women, both during training and during the transition period from training to production. **The report suggests that for industries that depend on a large number of women, it would appear worthwhile to consider older female applicants for training.**

Long-term retention of both men and women who retrain in middle age appears to relate not only to training procedure, but also to the production environment to which they transfer after. **It appeared from the study that older workers, after completion of training, responded best where they had an opportunity to contribute to the environment in which they worked.** The report suggested that there was a need for the help of line supervision to make this situation possible.

In an appendix, the report offers suggestions as to how training can be suitably adapted for the older person. **When tasks involve the need for short-term memory: avoid verbal learning and the need for conscious memorization by making use of cues that guide the trainee;** when possible, use a method that involves learning a task as a whole, for if it has to be learned in parts, the parts should be learned in cumulative stages; and ensure consolidation of learning before passing on to the next task or to the next part of the same task.

**When there is interference from other activities or from other learning: restrict the range of activity covered in the course;** employ longer learning sessions than is customary for younger trainees—not necessarily a longer total time, but longer periods without interruption; and provide variety—change the method of teaching rather than the content of the course, for a change of subject matter may lead to confusion between subjects.

When there is a need to translate information from one medium to another: avoid the use of visual aids that necessitate a change of logic or a change in the plan of presentation; and, if simulators or training devices are to be used, they must be designed to enable learning to be directly related to practice.

When learning is abstract or unrelated to realities: present new knowledge only as a solution to a problem that is already appreciated. When there is a need to unlearn something for which the older learner has a predilection: ensure correct learning in the first place. This can be accomplished by designing the training around tasks of graduated difficulty.

When tasks are placed: allow the older learner to proceed at his own pace; allow him to structure his own program within certain defined limits; and aim at his beating his own targets rather than those of others. As tasks become more complex; allow for learning by easy stages of increasing complexity.

When the trainee lacks confidence: use written instructions; avoid the use of production material too soon in the course; provide longer induction periods—introduce the trainee gradually both to new machinery and new jobs; stagger the intake of trainees; if possible, recruit groups of workmates; avoid formal tests; and do not give formal time limits for the completion of the course.

When learning becomes mentally passive, use an open situation that permits discovery learning; employ meaningful material and tasks that are sufficiently challenging to an adult; and avoid a blackboard and classroom situation or conditions in which trainees may, in earlier years, have experienced a sense of failure.

## Part-time Employment

Part-time employment appears to be particularly well suited to the needs of older people, a report of the Organization for Economic Co-operation and Development suggests. Jean Hallaire, in a book titled "Part-time Employment: Its Extent and Its Problems", published by the OECD, points out that part-time employment would allow people reaching a given age the choice of

going on with their present full-time job, with all the hazards that this implies, such as compulsory overtime, night work and irregular time tables, or of working shorter hours. These shorter hours would exclude some of the hazards, and would correspond to their physical and mental aptitudes as well as wage requirements.

**In Britain, states the report, the pensionable age is 60 for women and 65 for men, and the pension is conditional on retirement. Retirement may, however, be deferred and extra contributions paid to earn a higher pension.** People who have been awarded a pension on the basis that they have retired can subsequently go to work. Quite a number of part-time workers are pensioners; at a firm in Leeds, 6 per cent of the total men employed were pensioners; in a factory at Bradford, 28 of 100, part-time women workers were pensioners.

The report describes the situation in Sweden, where entitlement to retirement pension normally begins at age 67. **With the supplementary pension drawn by most wage earners, the annual income of a pensioner corresponds to roughly two thirds of the average annual wages earned during the 15 best-paid years of his life.** It might be thought that this would induce workers to opt for a part-time job before they reach the age of 67, but this does not seem to be so. There may be several reasons for this. For example, there has been a manpower shortage during the last few years, and the purpose of organizing part-time jobs was to facilitate manpower recruitment and not to induce those working full-time to cut down their working hours. Consequently, measures are being taken to keep people in employment as long as possible, and it is even envisaged that the postponement of retirement age from 67 to 70 will extend life expectancy.

The report suggests that part-time employment should, in future, constitute a normal phase—essential to the worker's psychological and mental balance—between the periods of full-time work and cessation of work. Even if such a policy was rejected by workers at present, the system of part-time employment should be adapted to suit the particular situation of older people. The part-time employment market will gradually draw on this category of worker, and countries might review retirement pension legislation in this light.





## Price Indexes

### Consumer, August 1969

The consumer price index (1961=100) advanced 0.4 per cent to 126.9 at the beginning of August from 126.4 at the beginning of July. It was 5.1 per cent higher than in August 1968.

The food index rose by 1.4 per cent to 130.6 from 128.8 and was 5.4 per cent above the August 1968 level of 123.9. Higher prices were registered for fresh fruits and vegetables, with increases of over 10 per cent recorded for potatoes, onions, carrots and grapefruit. Lettuce, celery and cabbage registered noticeable declines. Beef prices were 2.6 per cent lower, poultry and fish prices 3.4 and 1.8 per cent higher, and pork prices unchanged. Some staples, such as bread, butter, margarine and sugar, declined slightly; egg prices rose by 6 per cent.

The housing index increased by 0.2 per cent to 125.4 from 125.2. Rents advanced in most cities across the country. Among household operation items, fuel oil prices were increased in a number of Ontario cities, but summer sales of furniture, utensils and equipment offset minor price increases in other home furnishing items.

The clothing index moved up 0.2 per cent to 125.0 from 124.8. Price levels for men's, women's and children's wear were slightly higher, and piece goods advanced by 1.0 per cent.

The transportation index declined by 0.2 per cent to 120.5 from 120.7. New automobile prices decreased by 0.5 per cent, reflecting the larger discounts allowed toward the end of the car-model year.

The health and personal care index remained unchanged at 134.2. Pharmaceutical prices advanced 0.1 per cent as higher prices for patent medicines outweighed minor declines for prescription drugs.

The recreation and reading index increased by 0.2 per cent to 127.6 from 127.4, mainly because of a 0.7 per cent increase in cinema admissions and a 0.8 per cent rise in camera film and developing charges.

The tobacco and alcohol index advanced 0.1 per cent to 126.4 from 126.3. There were sporadic price increases in all provinces for both cigarettes and pipe tobacco.

Group indexes a year ago in August were: food 123.9; housing (shelter and household operation) 118.9; clothing 120.6; transportation 115.1; health and personal care 128.2; recreation and reading 119.9; tobacco and alcohol 121.3.

### City Consumer, August 1969

Between July and August, consumer price indexes advanced in all 10 regional cities and city combinations. The increases ranged from 0.1 per cent in Vancouver to 0.8 per cent in Halifax.

Food prices increased in all cities except Vancouver, where there was no change. Housing components increased in most cities, but remained unchanged in Montreal and declined fractionally in St. John's.

Regional consumer price index point changes between July and August were: Halifax +1.0 to 121.4; Toronto +.9 to 125.8; St. John's +.6 to 120.6; Saint John +.6 to 121.6; Montreal +.5 to 123.2; Ottawa +.5 to 124.3; Winnipeg +.2 to 123.9; Saskatoon-Regina +.2 to 120.7; Edmonton-Calgary +.2 to 122.4; Vancouver +.1 to 120.1.



## Wholesale, July 1969

The general wholesale index declined to 283.9 in July, 0.1 per cent lower than the June index of 284.3, and 5.5 per cent higher than the July 1968 index of 269.2. Three of the eight major group indexes were lower, and five advanced.

The animal products group index declined 1.6 per cent to 333.1 from 338.6, reflecting lower prices for livestock, fresh meats and hides, and skins. Decreases of 0.1 per cent occurred in two major group indexes, textile products to 256.8 from 257.1, and non-metallic minerals products to 209.9 from 210.1.

The wood products group index advanced 0.5 per cent to 390.5 from 388.6 with higher prices for fir and wood pulp. Increases of 0.2 per cent or less occurred in the following major group indexes: iron products to 285.0 from 284.3; non-ferrous metals products to 258.8 from 258.4; chemical products to 219.2 from 219.0; and vegetable products to 239.0 from 238.9.

## Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) declined 1.1 per cent to 273.7 from 276.7 in the three-week period August 1 to August 22. The animal products index increased 0.2 per cent to 361.6 from 361.0, and the field products index declined 3.4 per cent to 185.9 from 192.4.

## U.S. Consumer, July 1969

The United States consumer price index (1957-59=100) rose 0.5 per cent to 128.2 in July from 127.6 in June. In July a year ago it was 121.5

Average food prices rose 1 per cent, led by meat, poultry, fruits and vegetables. Service prices continued to increase—mortgage interest rates, property taxes, home repairs and medical care. The only notable price declines were for used cars and gasoline.

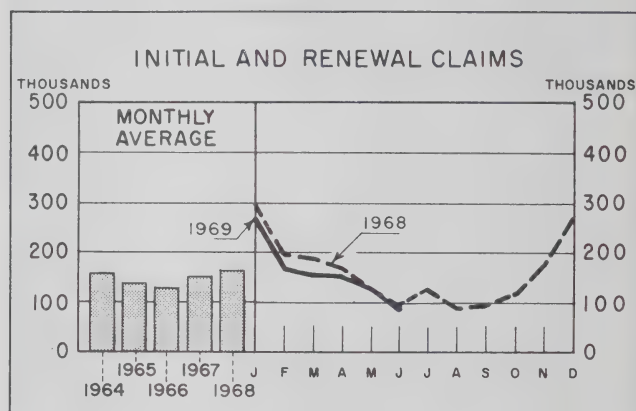
The July report said that 1,150,000 workers would receive automatic cost of living pay increases based on the index for July, taken together with indexes for previous months. Most of them are members of the United Auto Workers union, which has escalator clauses in its contracts.



# Unemployment Insurance Report For June

Claimants for unemployment insurance benefit totalled 277,000 on June 30, 1969. This represented a decrease of 28,000 (9 per cent) from the May 30 total of 305,000. There were 14,000 (5 per cent) fewer claimants at the end of June 1969 compared with the 291,000 recorded a year ago.

The May-to-June decline occurred entirely among male claimants; the number of female claimants remained unchanged. Males accounted for 60 per cent of the total claimant count at the end of June, 65 per cent at the end of May, and 73 per cent, on the average, during the winter months. This decrease in the proportion of male claimants is associated with increased seasonal job opportunities in industries that employ mainly males.



A total of 91,000 initial and renewals claims were filed in local offices across Canada during June. This represents a decrease of 34,000 (27 per cent) from the 125,000 claims filed during May, and was slightly lower than the June 1968 total of 93,000. Ninety per cent of the June claims were received from persons separated from employment during the month, compared with 76 per cent in May.

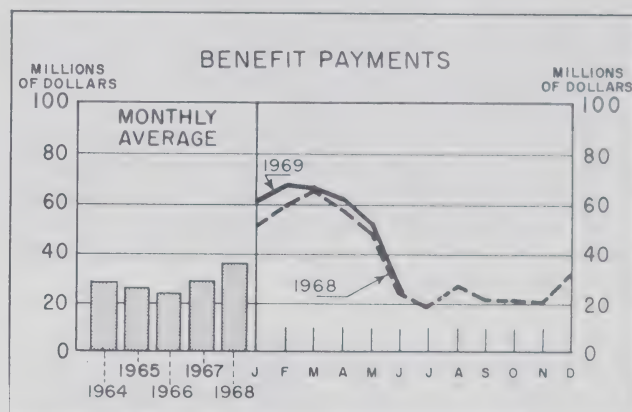
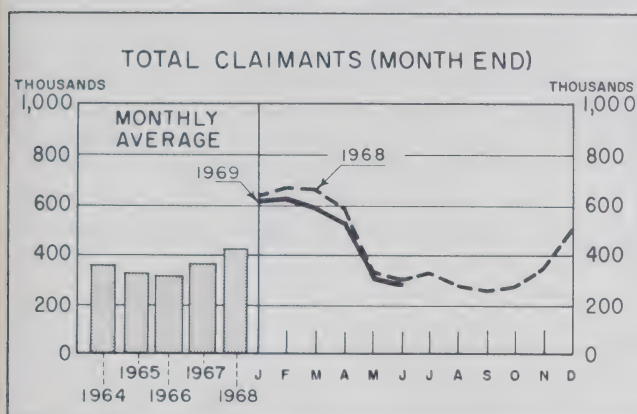
The average weekly estimate of beneficiaries was 208,000 during June, 423,000 in May and 229,000 in June 1968. For these three dates, benefit payments totalled \$26.5 million, \$52.8 million and \$23.4 million; average weekly payments were \$31.83, \$31.20 and \$25.57.

All provinces reported declines from the end-of-May claimant count. Proportionately small but numerically large decreases were recorded in Ontario and Quebec. A slight increase in the number of female claimants occurred in Quebec.

Reductions from the June 28, 1968, claimant count were mainly concentrated in Quebec, Ontario and British Columbia. Females accounted for almost 90 per cent of the reduction in Ontario. In the Atlantic provinces, only Prince Edward Island reported fewer claimants this year.

The May-to-June decrease in the volume of claims filed was general throughout the country. Decreases ranging from 25 to 44 per cent were reported for all provinces with the exception of British Columbia, where the decline was 11 per cent.

Compared with the claim load for June 1968, absolute changes were minor. Proportionately large increases in initial and renewal claims, however, occurred in Newfoundland.



## Summary Table

Activity				Cumulative Data	
	June 1969	May 1969	June 1968	January to June 1969	12 months ending June 1969
	(in thousands)			(in thousands)	
Insured population as at monthend.....	—	5,413	5,316	—	—
Initial and renewal claims filed:					
Total.....	91	125†	93	966	1,835
Initial.....	67	96†	66	752	1,379
Renewal.....	24	30†	27	214	456
Claimants currently reporting to local offices.....	277	305	291	492*	408*
Beneficiaries (weekly average).....	208	423	229	431*	309*
Weeks compensated.....	833	1,694	915	10,745	15,877
Benefit paid.....	26,496	52,849	23,401	336,309	474,396
Average weekly benefit.....	\$31.83	\$31.20	\$25.57	\$31.30	\$29.88

\* Monthly average.

† Discrepancy between totals and subtotals due to rounding.



# Legal Decisions

**The B. C. Court of Appeal has upheld an injunction prohibiting alteration of work conditions while certification is pending.**

**The Ontario Court of Appeal has ruled that an arbitration board had express power to vary a penalty of discharge.**

The B.C. Court of Appeal decided on March 25, 1969, that, in the circumstances, a trial judge had rightly exercised judicial discretion in granting an injunction prohibiting unfair labour practices. **An employer argued on appeal that an injunction was unnecessary because it had undertaken at the start of the injunction proceedings to refrain from further unfair acts. The trial judge had the right to consider this undertaking insufficient and to impose an injunction.**

It is an unfair labour practice under the B.C. Labour Relations Act for an employer or person acting on behalf of an employer to "seek by intimidation, by dismissal, by threat of dismissal, or by any other kind of threat, or by the imposition of a penalty, or by a promise, or by a wage increase, or by altering any other terms of employment, or by any other means, to compel or to induce an employee to refrain from becoming or continuing to be a member or officer or representative of a trade union." The B. C. Supreme Court used identical words when it granted to a union an interlocutory injunction by which a company was restrained from engaging in such unfair practices. **Mr. Justice Seaton, who heard the union's application for an injunction, said, in part, that the company had virtually admitted that it had sought by such means to induce an employee to refrain from becoming or continuing to be a member of a trade union. He concluded that great harm might be done to the union if the injunction were not granted.**

The company appealed this decision, although it conceded before the B. C. Court of Appeal that it had been in breach of the Labour Relations Act, that it could not object to obeying an injunction phrased in exactly the same words as the Act, and that a prima facie case for an injunction in the union's favour had been established. The employer did submit that Mr. Justice Seaton had exercised his discretion improperly in granting the injunction because, at the start of the injunction proceedings, the company had given an undertaking that there would be no further breaches of the Act.

**The Court of Appeal did not doubt that a judge may find it unnecessary to grant an injunction if he is satisfied that there is no prospect of recurrence of a breach, and if an undertaking by one of the parties to the proceedings may safely be substituted for a court order.** Given the evidence that the employer had already breached the Act, however, the Court of Appeal was of the opinion that Mr. Justice Seaton had the right to consider the employer's undertaking to be an insufficient guarantee of future compliance. In imposing an injunction with its penalty for disobedience, Mr. Justice Seaton was found to have exercised his judicial discretion; in this circumstance it is well-settled law that a court of appeal will not interfere.

Because the company wanted to make to its employees specific wage proposals that might eliminate the adverse wage differential between it and other employers in the trade, the company submitted also that the injunction should terminate after the B. C. Labour Relations Board had disposed of the union's application for certification.

The Court of Appeal said that wage proposals obviously could not be made before the Board had made its determination, because it was the clear intention of the B. C. Labour Relations Act that the status quo of the parties be maintained while an application for certification is pending. Rather than alter the injunction as requested, the Court of Appeal granted the company the liberty to apply to vary or discharge the injunction after the Board had determined the certification application. **Retail, Wholesale and Department Store Union, Local 580v. Western Wholesale Drug Ltd. 69 CLLC, Para 14 175.**

## Ontario Court of Appeal

**An arbitration board found an employee guilty of an infraction of the employer's rules, but varied the discharge penalty to a suspension without pay, because it believed that it had this power under the collective agreement.**

Although the employer had the exclusive right under the agreement to make rules and discharge, the agreement also provided that the board might settle discharge cases by other arrangements. **The Ontario Court of Appeal decided on April 2, 1969 that the arbitration board had not sought to amend the agreement and that its award could not be open to review.**

An employee was discharged because he had taken lumber from the company's plant without permission. A "management functions" article in the collective agreement covering him stated that the company had the exclusive right to discharge, subject to the right of the employee to lodge a grievance. The same article acknowledged that it was the exclusive function of the company to make and alter the rules to be observed by the employees, if consistent with the collective agreement. **Among the rules attached as an appendix to the agreement was one forbidding misuse or removal of company property without proper authorization. A penalty of discharge, with no alternative penalty, was stipulated for breach of this rule.**

**A grievance having been filed, a board of arbitration found the employee to be guilty under the company rule, but it changed the penalty imposed by the company to that of three months suspension without pay. The board believed that it had the power to do so under another article of the collective agreement dealing specifically with "discharge cases."** This article provided that such grievances may be settled under the grievance and arbitration procedures by: (a) confirming the company's action in dismissing the employee; (b) reinstating the employee with full compensation for the time lost; (c) any other arrangement that may be deemed just and equitable.

The company's application to quash the arbitration award was dismissed by the Ontario High Court. Citing the decision of the Supreme Court of Canada in **Port Arthur Shipbuilding Co. v Arthurs** (L. G. March 1969, p. 172), the company contended before the Court of Appeal that, on a proper construction of the collective agreement, the arbitration board was not entitled to review the penalty imposed, but was required to recognize and follow the company rules appended to the agreement. In the Port Arthur Shipbuilding case, an arbitration board was found to have no power to vary the penalty of discharge imposed by management unless such authority is expressly given by the collective agreement. The agreement in that case had no provision similar to the "discharge cases" article in the case at bar.

**The Court of Appeal found that an arbitration board still had no right to vary the penalty stipulated under many of the appended rules; the parties had seen fit, however, to make separate provision for discharge cases in their collective agreement and to give an arbitration board specific, wider powers in such cases. The powers were general and not limited to any particular discharge case.**

The company argued that the "discharge cases" article applied only if alternative penalties were stipulated, or if the company had the power to discharge in cases not enumerated in the appended rules. Such an interpretation, the Court of Appeal found, could be arrived at only by inference and by giving to the "discharge cases" article a meaning that, on its face, it did not contain. **The court saw no conflict between a provision by which the company indicates in its rules the action it will take for an infraction, and another provision in the collective agreement by which the serious penalty of discharge may be varied by an arbitration board in a grievance procedure.** The board's award did not seek to amend the collective agreement, but, on the contrary, complied with specific provisions in it. The company's appeal was dismissed by the Ontario Court of Appeal. **Regina v. Mc Culloch et al. ex parte Dowty Equipment of Canada Ltd., 69 CLLC, para. 14, 173.**





# Decisions of the Umpire

**CUB 2826.** The bargaining agreement between the Laborers' International Union of North America, Local 183, Toronto, and the Heavy Construction Association of Metropolitan Toronto expired on April 30, 1967. Negotiations on the terms and conditions to be incorporated in a new renewal agreement began during the previous February. When two meetings, held in February and March, failed to produce an agreement, a conciliation officer of the Ontario Department of Labour met with the association and union in April. This meeting also was unsuccessful, and a "no board" report was received on April 28.

**The union asked for a reduction in the workweek from 45 to 40 hours. The main point in dispute, however, was the question of wages. The union had requested increases totalling \$1.65 an hour on a two-year contract. It is reported that the employer association made no offer, and that it considered the union's demands totally unrealistic and unreasonable.**

**Because negotiations were unsuccessful, the association proceeded with lockout action against the labourers, beginning on various dates in May. As a result of the lockout of the labourers, member companies found it necessary to lay off other trades.**

A former employee of one of the member construction companies of the association and a member of the labourers' union local filed a renewal application for benefit on May 29. He had been working as a labourer for the company from March 10 to May 19 at a salary of \$150 a week. He became separated from his employment because there was "no work." He registered for work as a labourer.

The employer on June 6 reported that the claimant's separation from his employment was as a result of the lockout. The insurance officer notified the claimant that he was disqualified from receiving benefit under the Act from May 28, because he lost his employment by reason of a work stoppage caused by a labour dispute.

On behalf of the claimant, the secretary-treasurer appealed to the board of referees: "The claimant was working for [the company] as a labourer. On Tuesday, May 16, he was told by his foreman not to report to work the following day. The reason given was that the company was closing down operation to protest the excessive union demand.

"The claimant, like all his fellow workers, didn't have an opportunity to vote on the latest employer's proposal, and there was no strike called by the union because a vote had still to be taken [although a meeting was reported to have been scheduled for May 28]. There was no picket on the job.

"Because of the company's arbitrary and retaliatory action, we believe that the claimant should not be penalized. If, on the other hand, the claimant had an opportunity to vote on the latest employer proposals and rejected them, we then would agree on the claimant's disqualification, even if there was a lockout and not a strike."

A settlement was eventually effected, the terms of which were ratified at a membership meeting of the union on July 9. A substantial resumption of work was ruled to have taken place on July 10, and the insurance officer terminated the disqualification effective July 9.

The board of referees heard the case in Toronto in October. This constituted a test case, and the same decision would be applied to other claimants also laid off because of the lockout.

In their report, the majority of the board found that there was a labour dispute between the parties. The existence of the offer, as mentioned by the union, was "completely immaterial," the majority concluded. The claimant's appeal was therefore dismissed by the majority of the board, and the decision of the insurance officer was sustained.

The dissenting member based his reasons for disagreement on CUB 570, which implied that a lockout was beyond the concept of a labour dispute if the employer's action is not taken in consequence of an unwillingness on the part of the employees to agree to his proposals.

Appeal was made to the umpire by Local 183 of the ILU. The insurance officer and the employer company submitted statements. The appeal was heard by the umpire at Toronto on July 11, 1968.

In his considerations and conclusions, the umpire discussed whether the stoppage of work was attributable to a "labour dispute" within the meaning of the Act. He considered the appellant's argument that there was no labour dispute; that there were negotiations but no dispute. He found, however, that "it would be unrealistic to think that there was no dispute, no labour dispute, between the parties at the time of the lockout, for there previously had been union demands for wage increases and other terms, which their employer was not willing to accept, and there had been negotiations in that respect in March, April and May, which failed to result in agreement." The offer did not terminate or suspend the dispute, he said. "There is no doubt in my mind that the stoppage of work that occurred in this case was attributable to a labour dispute." The appeal was therefore dismissed, and the same decision was applied to the other claimants involved in the case.

## Employment Review—August

Employment dropped 30,000 to 8,171,00 between July and August. There is usually a slight increase in employment during this period. Unemployment at 318,000, was 31,000 lower than in July and the labour force, at 8,489,000, showed an above-average decrease of 61,000. Compared with a year ago, the labour force increased by 205,000, or 2.5 per cent; employment rose by 206,000, or 2.6 per cent; and there was virtually no change in the number of unemployed persons.

The decline in employment was mainly among teenagers, with 26,000 fewer employed in August than in July, a large decrease for this time of year. In other age groups, employment showed little change. Most industries showed little variation in employment between July and August. The largest increase was in finance, insurance, and real estate, 18,000. Extensive declines were recorded for public administration, 32,000, and trade, 22,000. Farm employment showed little change.

Compared with a year ago, the largest increase in employment was in manufacturing, 74,000; followed by community, business and personal service, 46,000; finance, insurance and real estate, 42,000; transportation, communication and other utilities, 23,000; and trade, 23,000. Farm employment declined by 17,000.

Regionally, the largest relative increase over the year took place in British Columbia, 4.8 per cent. This compares with gains of 2.6 per cent in the Prairies, and 2.5 per cent in Quebec and Ontario. There was little change in the Atlantic region.

Unemployment, at 318,000, was 31,000 below the previous month and only 1,000 lower than a year ago. The 31,000 decline in the total number of unemployed persons between July and August reflected the withdrawal of unemployed students from the labour force. The number of unemployed, 14 to 19 years old, declined by 52,000. There was an offsetting increase of 21,000 in the number of unemployed 20 years of age and over.

Of the total unemployed in August, 106,000, or 33 per cent, had been unemployed for less than one month, 36 per cent for one to three months, and 31 per cent for four months or more. Unemployment in August represented 3.7 per cent of the labour force, compared with 3.9 per cent in August 1968, and 3.0 per cent in August 1967. The seasonally adjusted unemployment rate in August 1969 was 4.9 per cent.



# Conciliation Before the Minister of Labour

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canada Steamship Lines Limited, Sault Ste. Marie, Ont., and the International Longshoremen's Association, Local 1923 (Conciliation Officer: T. B. McRae).

CP Air, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (Conciliation Officers: D. H. Cameron and R. Nat Gray).

Allied Aviation Services Company of Newfoundland, Limited, and Lodge 927, International Association of Machinists and Aerospace Workers, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: W. J. Gillies).

Atomic Energy of Canada Limited, Chalk River, Ont., and The Chalk River Atomic Energy Draftsmen, Local 1569, CLC (Conciliation Officer: K. Hulse).

Atomic Energy of Canada Limited, Chalk River, Ont., and The Chalk River Technicians and Technologists, Local 1568, CLC (Conciliation Officer: K. Hulse).

Maple Leaf Mills Limited, Calgary, Alta., and Canadian Food and Allied Workers, Local 1145 (Conciliation Officer: A. A. Franklin).

B.C. Towboat Owners' Association (representing certain member companies and the Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe).

Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

National Harbours Board, and Public Service Alliance of Canada (representing National Harbours Board Police Association, Port of Quebec) (Conciliation Officer: G. R. Doucet).

B.C. Towboat Owners' Association (representing certain member companies and the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

B.C. Towboat Owners' Association (representing certain member companies and the Seafarers' International Union of Canada (Conciliation Officer: D.S. Tysoe).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and the International Association of Machinists and Aerospace Workers (Conciliation Officer: W. J. Gillies).

Bunge of Canada Limited, Quebec, Que., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: S. T. Payne).

## **Settlements by Conciliation Officers**

Hendrie and Company Limited, Toronto, Ont., and Canadian Brotherhood of Railway, Transport and General Workers. (L. G., Aug., p. 473) (Conciliation Officer: K. Hulse).

Aeronaves de Mexico, S. A., Montreal and Toronto, and the International Association of Machinists and Aerospace Workers (L. G., June, p. 346) (Conciliation Officer: K. Hulse).

## **Dispute Lapsed**

John A. Snow, Willowdale, Ont., and Warehousemen and Miscellaneous Drivers, Local 419. (L. G., April, p. 244) (Conciliation Officer: T. B. McRae).

## **Conciliation Boards Fully Constituted**

The Board of Conciliation and Investigation established in July to deal with a dispute between Atomic Energy of Canada Limited (Commercial Products Division) Ottawa, Ont., and The Ottawa Atomic Workers Union, Local 1541, CLC (L. G., Oct., p. 608) was fully constituted in August with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee C. B. C. Scott, Toronto, and union nominee Andrew Andras, Ottawa.

The Board of Conciliation and Investigation established in July to deal with a dispute between the National Harbours Board, Port of Montreal (general forces, grain elevator and cold storage employees) and the National Syndicate of Employees of the Port of Montreal (CNTU) (L. G., Oct., p. 608) was fully constituted in August with the appointment of Judge Jean-Paul Noël of Montreal, as chairman. Judge Noël was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Robert Hainault and union nominee Alain Brabant, both of Montreal.

The Board of Conciliation and Investigation established in July to deal with a dispute between Atomic Energy of Canada Limited, Sheridan Park, Ont., and The Sheridan Park Atomic Energy Draftsmen, Local 1645, CLC (L. G., Oct., p. 608) was fully constituted in August

with the appointment Thomas C. O'Connor of Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee C. B. C. Scott, Toronto, union nominee Henry Weisbach, Don Mills.

## **Settlements after Board Procedure**

H. W. Bacon Limited, Toronto, Ont., and Warehousemen and Miscellaneous Drivers, Local Union 419 (L. G., Oct., p. 609).

Baton Broadcasting Limited — CFTO-TV, Agincourt, Ont., and the National Association of Broadcast Employees and Technicians (L. G., Oct., p. 609).

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Brotherhood of Maintenance of Way Employees—Local 96 (L. G., Oct., p. 609).

## **Strikes Terminated**

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767, International Association of Machinists and Aerospace Workers. The strike terminated August 11. This dispute was settled concurrently with settlement of the strike in provincial jurisdiction that involved the Iron Ore Company of Canada and the United Steelworkers of America. Joint federal-provincial mediation services were provided by W. P. Kelly, Canada Department of Labour, and Réal Mireault, Quebec Department of Labour.

British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (plant, traffic and clerical divisions). The strike terminated August 5 after mediation assistance from Hon. Bryce Mackasey, Bernard Wilson and D. S. Tysoe.



# Certification Before The CLRB

The Canada Labour Relations Board met for one day during August. It granted five applications for certification, rejected two, and ordered one representation vote in an application for revocation of certification. During the month, the Board received 13 applications for certification.

## Applications for Certification Granted

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of a unit of elevator employees of Bunge of Canada Limited, Quebec, Que. (L. G., Aug., p. 472).

Beverage Dispensers and Culinary Workers Union, Local 835, Hotel and Restaurant Employees and Bartenders International Union, on behalf of a unit of cookhouse and bunkhouse employees of Nor-Can Camp Services Ltd., Whitehorse, Y. T. (L. G., Sept., p. 531).

Tunnel and Rock Workers' Local 168, Labourers' International Union of North America, on behalf of a unit of personnel employed in the Yukon Territory by Pacific Diamond Drilling Company Ltd., Vancouver, B.C. (L. G., Sept., p. 531).

Tunnel and Rock Workers' Local 168, Labourers' Union of North America, on behalf of a unit of personnel employed in the Yukon Territory by Rupert Drilling Exploration Ltd., Vancouver, B.C. (L. G., Sept., p. 531).

American Federation of Grain Millers, Local 313, on behalf of a unit of employees of Canada Packers Limited, Toronto, Ont., employed in the feed mill operated by the Spruceleigh Farms, Division of Canada Packers Limited, Brantford, Ont. (L. G., Oct., p. 613).

## Applications for Certification Rejected

Seafarers' International Union of Canada, applicant, and Reid Towing Company, Vancouver, B.C., respondent (unlicensed personnel) (L. G., Apr., p. 243). The application was rejected because the undertaking upon which the respondent company and its employees are engaged is not one that falls within the scope of the Industrial Relations and Disputes Investigation Act.

Office and Technical Employees Union, Local 15, Office and Professional Employees International Union, applicant, and Kingsway Freightlines Limited, Calgary, Alta., respondent (L. G., Aug., p. 472). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

### **Representation Vote Ordered**

Michael Barbetta and Theodore Ewanika, et al., applicants, Air Canada, respondent company (crew schedulers and crew clerks), and International Association of Machinists and Aerospace Workers, respondent union (L. G., Sept., p. 531). (Returning Officer: A. F. Tulloch).

### **Applications for Certification Received**

Letter Carriers' Union of Canada on behalf of a unit of mail service employees of Jessiman Bros. Cartage Ltd., St. James, Man. (Investigating Officer: A. E. Koppel).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers allegedly employed at Port of Quebec by Albert G. Baker Limited, Quebec, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers allegedly employed at Port of Quebec by Canadian National Railways, Montreal, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by Canadian Pacific Railway Company, Montreal, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by Clarke Steamship Company Limited, Montreal, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by Eastern Canada Stevedoring Limited, Quebec, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by Terminus Maritime Inc., Quebec, Que. (Investigating Officer: G. R. Doucet).

International Longshoremen's Association, Local 1958, on behalf of a unit of freight handlers employed at Port of Quebec by H. Turbis Stevedoring, Quebec, Que. (Investigating Officer: G. R. Doucet).

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Desgagne Transport Inc., St-Joseph-de-la-Rive, Que. (Investigating Officer: G. R. Doucet).

United Steelworkers of America on behalf of a unit of employees of Valleyfield Dock and Terminal, Valleyfield, Que. (Investigating Officer: G. R. Doucet).

Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, on behalf of a unit of office employees of Balfour, Guthrie (Canada) Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

International Longshoremen's and Warehousemen's Union, Local 514, on behalf of a unit of foremen employed by Western Stevedoring Co. Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

International Longshoremen's and Warehousemen's Union, Local 514, on behalf of a unit of foremen employed by Empire Stevedoring Co. Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).



## General Topics

### Unemployment Insurance Fund

During July, 19,027 investigations for benefit control of the Unemployment Insurance Fund were completed across Canada. Of these, 12,492 were on-premises investigations, 1,992 were selective investigations and 1,516 were random sample investigations of claims to verify the fulfilment of statutory conditions. The remaining 491 formal investigations and 2,536 postaudit investigations were in connection with claimants suspected of making false statements to obtain benefits. **Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,294. Prosecutions were commenced in 213 cases, all against claimants.** They don't include employer prosecutions commenced by the Revenue Branch, nor do they necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in July totalled \$52,073,835.70 compared with \$52,479,724.88 in June and \$30,406,144.71 in July 1968. **Benefits paid in July totalled \$24,787,401.53 compared with \$26,496,542.99 in June and \$18,858,223.87 in July a year ago.** The balance in the Fund on July 31, 1969 was \$413,776,938.53 compared with \$386,490,504.36 in June and \$290,658,949.69 at the end of July 1968.

### Wage Schedules—July

During July, the Department of Labour prepared 323 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services. In the same period, 242 contracts in these categories were awarded. In addition, 271 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Department of Fisheries and Forestry, Post Office, Public Works, Supply and Services and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in July for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Post Office	3	\$96,024.33
Supply and Services	69	250,447.00

During July the sum of \$6,901.74 was collected from eight contractors for wage arrears owing their employees as a result of the failure of the contractors or their sub-contractors to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. **This amount is for distribution to the 119 workers concerned.**

### November Credits

Readers of the following regular monthly features will find it interesting to note that:

**Employment Fatalities**, p. 668, are prepared by the Surveys Division of the Department of Labour's Economics and Research Branch. The fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

(NOTE: Statistics on employment fatalities are compiled from reports received from the provincial Workmen's Compensation Boards and other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that the coverage for such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than the article and tables indicate. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual and quarterly reviews.)

**Overcoming Rehabilitation Problems**, p. 669, was submitted by the Manpower Utilization Branch of the Department of Manpower and Immigration, and the feature on Older Workers, p. 670, originates with the Section on Older Workers in the same Branch and Department.

**Unemployment Insurance Report**, p. 674, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

**Legal Decisions**, p. 676, originates with the Legislation Branch of the Department of Labour.

**Certification Before the CLRB**, p. 682, originates from the Employee Representation Branch of the Department of Labour and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

**Conciliation Before the Minister of Labour**, p. 680, originates from the Conciliation and Arbitration Branch of the Department of Labour and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

(NOTE: The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

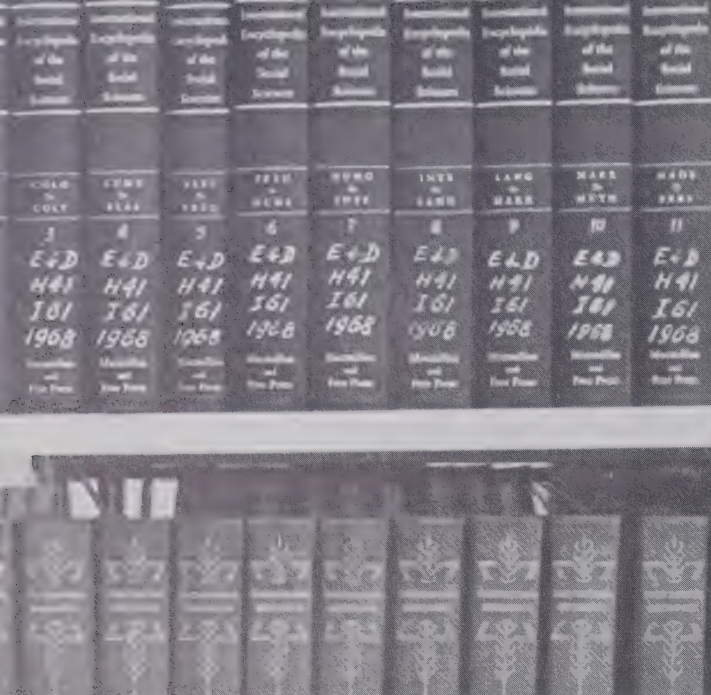
Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.)

## Photos

U.S. Information Service: p. 638, 640, 641. Murray MacGowan: p. 643, 686. Public Archives: p. 645. NFB: Cover, p. 647, 649, 650, 652, 656, 657, 658, 662, 667, 673, 677. Economic Council of Canada: p. 653, 654, 655. Murray Mosher—Photo Features: p. 661. ILO: p. 664.





# Publications In the Library

## List No. 248

The publications listed below are not for sale by the Department. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Canada Department of Labour, Ottawa. Applicants must apply through the library of their union, company, or organization or through a university or public library. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in *The Labour Gazette*.

## Annual Reports

■ **No. 1—Manitoba. Department of Labour.** Annual report, 1968. Winnipeg, 1969. 64 p. Report year ends December 31.

■ **No. 2—Manitoba. Workmen's Compensation Board.** Report for 1968. Winnipeg, 1969. 32 p. Report year ends December 31.

■ **No. 3—Ontario. Department of Labour.** Annual report, 1967-1968. Toronto, 1969. Report year ends March 31.

■ **No. 4—U.S. Department of Labor.** Fifty-sixth annual report, fiscal year 1968. Washington, GPO, 1969. 107 p. Report year ends June 30. Contains also a draft report of the President's Review Committee Employee-Management Relations in the Federal Service, April 1968.

## Civil Service

■ **No. 5—Illinois. Governor's Advisory Commission on Labor-Management Policy for Public Employees.** Report and recommendations. Springfield, 1967. lv. various (pagings). Martin Wagner, chairman.

■ **No. 6—U.S. Civil Service Commission. Office of Labor-Management Relations.** Union recognition in the federal government; statistical report of recognitions and agreements under Executive order 10988 as of November 1967. [Washington, 1968?], xiv, 40 p. Attached to the report are the following: 1. U.S. Civil Service Commission bulletin no. 711-13. Report on union recognitions in the federal service. 2. U.S. Civil Service Commission bulletin no. 711-3. Standards of conduct for employer organizations and Code of fair labor practices in the federal service. 3. Executive Order 10988. Employee-management co-operation in the federal service. 4. U.S. Civil Service Commission. Federal personnel manual system. Chapter 532, Co-ordinated federal wage system. 5. Provisions of the United States code relating to the prohibition of strikes by federal employees.

## Economic Conditions

■ **No. 7—Dehem, Roger.** Planification économique et fédéralisme. [1<sup>re</sup> ed.]. Québec, Les Presses de l'Université Laval, 1968. 201 p. "Le présent ouvrage a pour objet une étude faite originellement pour le compte de la Commission royale d'enquête sur le bilinguisme et le biculturalisme, au Canada."

■ **No. 8—Organization for Economic Co-operation and Development.** Social amenities in area economic growth; an analysis of methods of defining needs for local social amenities, by Leo Klaassen. [Paris, 1968] 158 p.

■ **No. 9 — Siegel, Irving Herbert.** Fuller employment with less inflation: four essays on policy and statistics. Kalamazoo, Mich, W. E. Upjohn Institute for Employment Research, 1969. 70 p. Contents: Productivity measures and forecasts for employment and stabilization policy. Guidelines for the perplexed. Fuller employment with uptrending prices: the 1968 economic report. Wage-price-productivity statistics: old gaps and new needs.

■ **No. 10—United Nations. Department of Economic and Social Affairs.** World economic survey, 1967. Part One: The problems and policies of economic development: an appraisal of recent experience. Part Two: Current economic developments. New York, United Nations, 1968. 204 p.

### Industrial Relations

■ **No. 11—Canada. Department of Labour.** Labour and industrial relations research in Canada. December 1968. La recherche sur le travail et les relations industrielles au Canada. Décembre 1968. Ottawa, Queen's Printer, 1969. 32 p.

■ **No. 12—Confédération des Syndicats Nationaux.** Procès-verbal de la Quarante-troisième session du Congrès de la C.S.N., Québec, P.Q., 1968. Québec, 1969. 550p.

■ **No. 13—International Brotherhood of Electrical Workers.** History and structure of the IBEW. Section II. Leadership training manual. Washington [1969?]. 24 p.

### Labour Supply

■ **No. 14—George, Roy Edwin.** Technological redundancy in a small isolated society; a case study of union-management-government co-operation to deal with redundancy among stevedores in North Sydney, Nova Scotia. Incorporating a report. The ILA-CNR counselling programme for North Sydney stevedores, by Horace D. Beach. Montreal, Industrial Relations Centre, McGill University, 1969. 176 p.

■ **No. 15—International Conference on Employment Stabilization in a Growth Economy, Munich, 1967.** Employment stabilization in a growth economy; international conference, Munich, 24th-27th October, 1967; final report. Paris, OECD, Manpower and Social affairs Directorate, 1968. 129 p. At head of title: International seminars 1967-4.

■ **No. 16—The Measurement and interpretation of job vacancies: a conference report of the National Bureau of Economic Research.** New York, National Bureau of Economic Research; distributed by Columbia University Press, 1966. ix, 593 p. Papers of a conference held in New York in April, 1965.

■ **No. 17—New York [State]. Department of Labor. Division of Research and Statistics.** Manpower directions in New York State, 1965-1975; job requirements and labor force; technical supplement. [Albany? 1968], 120 p.

■ **No. 18—Sheppard, Harold L.** The nature of the job problem and the role of new public service employment. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1969. v, 23 p.

■ **No. 19—U.S. Bureau of Labor Statistics.** How to make an inventory of high-level and skilled manpower in developing countries. Washington, GPO, 1968. 104 p. "International labor statistics manual."

### Wages and Hours

■ **No. 20—National Industrial Conference Board.** Top executive compensation, by Harland Fox. New York, 1969. 82 p.

■ **No. 21—Organization for Economic Co-operation and Development.** Wage drift, fringe benefits and manpower distribution; a study of employer practices in a full employment labour market [by] Derek Robinson. Paris, 1968. 180 p.

■ **No. 22—U.S. Bureau of Labor Statistics.** National survey of professional, administrative, technical, and clerical pay, June 1968; accountants and auditors, attorneys, personnel management, buyers, engineers and chemists, engineering technicians, draftsmen, office clerical. Washington, GPO, 1969. 80 p.



# Statistics Section

## Labour Statistics

Principal Items	Date	Amount	Percentage Change	
			From	Previous Year
		(in thousands)		
<b>TOTAL CIVILIAN LABOUR FORCE*</b>		8,489	— 0.7	+ 2.5
Week ended August 23, 1969.....				
Employed.....		8,171	— 0.4	+ 2.6
Agriculture.....		636	— 1.2	— 2.6
Non-agriculture.....		7,535	— 0.3	+ 3.0
Paid workers.....		7,050	— 0.01	+ 2.9
At work 35 hours or more.....		6,124	+ 3.9	+ 1.0
At work less than 35 hours.....		965	— 1.1	+ 4.8
Employed but not at work.....		1,082	—18.7	+10.4
Unemployed.....		318	— 8.9	— 0.3
Atlantic.....		38	— 9.5	+ 8.6
Quebec.....		138	— 0.7	+11.3
Ontario.....		83	—13.5	— 6.7
Prairie.....		26	—31.6	—16.1
Pacific.....		33	— 2.9	—17.5
Without work and seeking work.....		298	— 9.4	— 0.7
On temporary layoff up to 30 days.....		20	0.0	+ 5.3
<b>INDUSTRIAL EMPLOYMENT (1961 = 100).....</b>	July	128.6	— 0.9	+ 3.7
Manufacturing employment (1961 = 100).....	July	125.5	— 2.4	+ 3.0
<b>IMMIGRATION.....</b>	1st 6 months	71,121	—	—16.7
Destined to the labour force.....	1st 6 months	37,951	—	—15.5
<b>STRIKES AND LOCKOUTS</b>				
Strikes and lockouts.....	August	117	+ 3.5	—19.9
No. of workers involved.....	August	74,686	+ 5.6	+24.6
Duration in man days.....	August	1,178,780	+11.4	+85.5
<b>EARNINGS AND INCOME</b>				
Average weekly wages and salaries (ind. comp.).....	July	\$118.78	+ 0.9	+ 8.0
Average hourly earnings (mfg.).....	July	\$ 2.77	— 0.4	+ 8.2
Average hours worked per week (mfg.).....	July	39.9	— 0.7	— 0.3
Average weekly wages (mfg.).....	July	\$110.77	— 0.9	+ 8.4
Consumer price index (1961 = 100).....	August	126.9	+ 0.4	+ 5.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)†.....	July	128.6	— 0.9	+ 3.7
Total labour income (thousands of dollars).....	May	3,252	+ 3.3	+11.9
<b>INDUSTRIAL PRODUCTION†</b>				
Total (average 1961 = 100).....	July	166.8	— 0.2	+ 3.4
Manufacturing.....	July	169.1	+ 0.4	+ 5.6
Durables.....	July	191.2	+ 0.1	+ 5.4
Non-durables.....	July	151.1	+ 0.6	+ 5.9
<b>NEW RESIDENTIAL CONSTRUCTION‡</b>				
Starts.....	July	15,057	—19.9	— 1.7
Completions.....	July	13,446	+ 2.3	+21.7
Under construction.....	July	117,381	+ 1.3	+23.0

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.

† Advance data.

‡ Centres of 10,000 population or more.

# Tables

A-1 to A-3 — Labour Force

B-1 — Labour Income

C-1 to C-7 — Employment, Hours and Earnings

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

H — Employment Fatalities

## A—Labour Force

Table A-1—Regional Distribution, Week Ended August 23, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
(in thousands)						
THE LABOUR FORCE.....	8,489	689	2,395	3,139	1,407	859
Men.....	5,833	484	1,666	2,113	983	587
Women.....	2,656	205	729	1,026	424	272
14-19 years.....	1,093	99	306	367	206	115
20-24 years.....	1,326	132	417	454	205	118
25-44 years.....	3,455	244	998	1,325	527	361
45-64 years.....	2,402	199	621	914	422	246
65 years and over.....	213	15	53	79	47	19
EMPLOYED.....	8,171	651	2,257	3,056	1,381	826
Men.....	5,609	454	1,565	2,057	968	565
Women.....	2,562	197	692	999	413	261
Agriculture.....	636	29	135	162	288	22
Non-agriculture.....	7,535	622	2,122	2,894	1,093	804
Paid workers.....	7,050	570	1,971	2,737	1,024	748
Men.....	4,712	389	1,350	1,801	669	503
Women.....	2,338	181	621	936	355	245
UNEMPLOYED.....	318	38	138	83	26	33
Men.....	224	30	101	56	15	22
Women.....	94	*	37	27	11	11
PERSONS NOT IN LABOUR FORCE.....	6,198	676	1,817	2,110	972	623
Men.....	1,446	192	412	477	216	149
Women.....	4,752	484	1,405	1,633	756	474

\* Less than 10,000 SOURCE: Labour Force Survey, DBS.



Table A-2—Age, Sex and Marital Status, Week Ended August 23, 1969

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*.....	14,687	2,434	4,168	1,159	4,271	1,114	1,541
LABOUR FORCE.....	8,489	1,093	4,011	1,022	1,376	774	213
Employed.....	8,171	1,012	3,907	955	1,341	751	205
Unemployed.....	318	81	104	67	35	23	**
NOT IN LABOUR FORCE.....	6,198	1,341	157	137	2,895	340	1,328
PARTICIPATION RATE†							
1969—Aug. 23.....	57.8	44.9	96.2	88.2	32.2	69.2	13.8
July 19.....	58.4	48.2	95.9	89.0	32.0	70.4	14.0
UNEMPLOYMENT RATE‡							
1969—Aug. 23.....	3.7	7.4	2.6	6.6	2.5	3.0	**
July 19.....	4.1	11.4	2.4	6.7	1.7	2.9	**

\* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

\*\* Less than 10,000 unemployed.

SOURCE: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended August 23, 1969

	Aug. 1969	July 1969	Aug. 1968
(in thousands)			
TOTAL UNEMPLOYED	318	349	319
On temporary layoff up to 30 days	20	20	19
Without work and seeking work	298	329	300
Seeking:			
Full-time work	275	304	275
Part-time work	23	25	25
Under 1 month	86	102	82
1-3 months	115	131	131
4-6 months	36	35	38
More than 6 months	61	61	49

SOURCE: Labour Force Survey, DBS.

# B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									Totals ††
	Mining	Manu- facturing	Trans- portation Storage and Communi- cation**	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Government)	Supple- mentary Labour Income	
	(millions of dollars)									
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
1968—June.....	74.2	766.5	252.6	40.6	228.8	53.2	414.8	966.6	154.3	2,979.5
July.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September.....	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November.....	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December.....	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January.....	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February.....	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March.....	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April.....	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May*.....	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.3	3,257.6
June†.....	75.6	858.1	281.8	43.2	237.0	58.6	476.4	1,105.2	188.5	3,353.4
July†.....	73.5	841.2	290.5	46.5	260.2	56.9	468.1	1,147.0	182.3	3,399.9
Seasonally Adjusted										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—June.....	72.3	754.7	246.8	39.2	215.5	52.6	408.9	953.4	148.4	2,914.2
July.....	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August.....	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September.....	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October.....	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November.....	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December.....	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January.....	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,022.0†	161.6	3,116.1†
February.....	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,042.3†	164.5	3,164.3†
March.....	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,042.5†	165.7	3,190.1†
April.....	78.4	827.2	271.4	41.1	233.4	57.0	459.0	1,054.8†	167.1	3,213.4†
May*.....	74.9	838.1	271.8	41.0	226.9	57.7	465.6	1,088.5	170.1	3,257.7
June†.....	73.5	843.7	276.8	39.8	222.4	58.0	469.8	1,086.5	172.3	3,266.3
July†.....	72.3	845.2	280.7	40.8	231.5	55.6	467.6	1,119.4	173.3	3,309.0

\* Revised † Preliminary ‡ Advance

\*\* Includes post office wages and salaries †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: Estimates of Labour Income (DBS Cat. No. 72-005).



## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at May 1969, employers in the principal non-agricultural industries reported a total employment of 3,757,236. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a

sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

**Table C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
<b>AVERAGE</b>						
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.30	123.5	122.8	100.13
1967.....	122.6	131.4	102.79	123.2	130.6	106.53
1968†.....	122.7	140.4	109.88	122.1	140.3	114.42
1968—April.....	119.3	139.3	108.95	120.2	140.2	114.33
May.....	122.6*	139.9	109.46*	122.0	140.2	114.43*
June.....	124.6	140.5	109.96	123.3	140.1	114.23
July.....	124.0	140.6	109.97	121.9*	138.8	113.20
August.....	126.9	141.8	110.95*	125.3	140.4	114.48
September.....	126.7	143.8	112.52	125.8*	143.6	117.08
October.....	126.0	144.3	112.90	124.6*	144.8	118.08
November.....	125.7	144.9	113.37	124.0	145.5	118.70
December.....	122.7	140.5	109.94	121.4	140.9	114.92
1969—January.....	121.4	145.8	114.04	121.8	146.5	119.47
February.....	121.9*	147.4*	115.30*	122.5	148.1	120.80
March.....	122.6*	148.4*	116.11*	123.2	149.3*	121.72
April*.....	123.4	148.8	116.43	123.6	149.4	121.84
May†.....	126.8	149.9	117.26	126.3	150.3	122.60

\* Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

**Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries**

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1969	April 1969	May 1968	May 1969	April 1969	May 1968
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	118.0	112.1	116.2	96.00	96.54	89.50
Newfoundland.....	116.1	111.0	172.5	104.73	103.47	98.70
Prince Edward Island.....	129.4	113.4	132.9	80.26	82.70	72.48
Nova Scotia.....	117.9	114.2	113.5	94.26	94.37	87.89
New Brunswick.....	118.5	110.2	116.7	94.08	95.99	87.19
Quebec.....	119.2	116.1	118.0	114.78	114.78	108.04
Ontario.....	131.5	129.1	125.9	121.26	120.27	112.95
Prairie Region.....	126.1	121.1	122.2	111.28	110.94	102.94
Manitoba.....	117.9	112.7	115.3	107.09	106.87	99.31
Saskatchewan.....	119.9	115.5	121.8	107.33	106.47	101.45
Alberta.....	135.5	130.5	128.1	115.81	115.55	106.30
British Columbia.....	137.7	132.6	128.6	127.88	126.95	120.20
CANADA.....	126.8	123.4	122.6	117.26	116.43	109.46
URBAN AREAS						
St. John's.....	138.3	133.5	137.3	93.11	91.79	87.02
Halifax.....	119.6	117.6	114.1	96.82	96.50	91.58
Sydney.....	91.5	96.3	101.9	97.94	97.54	94.06
Moncton.....	125.9	120.4	118.2	92.14	91.47	86.08
Saint John.....	114.8	113.3	107.6	95.50	93.17	87.38
Chicoutimi.....	111.4	108.1	106.1	131.86	131.72	124.13
Montreal.....	123.0	121.5	121.8	117.10	115.42	110.34
Quebec.....	112.5	116.0	113.4	98.56	98.09	94.08
Shawinigan.....	94.5	92.7	99.6	121.16	119.16	110.87
Sherbrooke.....	115.8	114.0	116.1	99.30	99.79	92.75
Trois-Rivières.....	115.2	111.9	112.6	107.46	105.40	96.47
Ottawa-Hull.....	136.2	134.0	125.8	109.25	107.50	101.44
Belleville.....	123.7	121.4	114.4	103.20	102.73	97.42
Brampton.....	281.0	277.0	265.8	119.03	119.78	111.49
Brantford.....	135.9	136.1	114.5	111.42	112.98	99.49
Fort William-Port Arthur.....	124.5	121.4	120.2	118.25	116.84	102.63
Guelph.....	143.4	140.8	139.7	108.51	109.59	102.48
Hamilton.....	124.7	123.5	120.5	122.48	122.00	115.52
Kingston.....	130.6	127.0	124.3	113.62	114.56	109.49
Kitchener.....	154.2	151.0	144.9	107.53	106.88	100.86
London.....	124.9	122.6	119.6	113.76	112.10	103.35
Niagara Falls.....	113.7	107.1	104.6	112.90	111.87	102.79
Oshawa.....	144.5	140.9	139.6	136.19	136.96	141.74
Peterborough.....	142.3	138.1	131.4	122.07	121.90	113.41
Sarnia.....	144.4	141.4	141.1	155.20	152.58	142.69
Sault Ste. Marie.....	125.2	123.9	118.7	134.23	129.93	121.36
Sudbury.....	128.2	125.3	114.8	142.34	141.86	128.56
St. Catharines.....	142.9	139.6	142.9	134.00	132.20	123.25
Timmins.....	73.5	70.2	76.8	103.77	102.87	99.26
Toronto.....	132.9	132.3	127.6	122.41	121.60	112.89
Welland.....	115.9	112.0	111.0	137.58	133.93	126.01
Windsor.....	154.5	151.4	148.2	137.50	135.34	134.98
Winnipeg.....	120.8	116.1	117.1	100.36	99.59	92.23
Regina.....	124.6	121.6	122.5	102.82	101.52	94.63
Saskatoon.....	142.0	138.3	144.7	99.95	98.72	90.89
Calgary.....	147.8	142.9	137.9	115.14	114.27	105.64
Edmonton.....	143.4	140.4	135.5	110.00	110.76	101.44
Vancouver.....	139.5	136.3	128.6	124.06	123.28	115.29
Victoria.....	132.1	131.3	122.7	115.18	111.01	103.53

\* Latest figures subject to revision. SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).



Table C-3—Estimates of Employees by Industry, Provinces and Canada

	For- estry	Mines, Quar- ries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Commu- nication and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istra- tion and De- fence††	Total Speci- fied Indus- tries
			Non- du- rables	Du- rables					Non- com- mercial Sector‡	Com- mercial Sector**		
(in thousands)												
CANADA												
May 1969*	65.7	119.8	874.4	832.5	363.9	—	1,052.7	299.3	1,127.7	678.9	408.3	6,502.7
April 1969*	43.5	119.5	850.8	816.8	345.9	640.4	1,025.9	299.2	1,131.5	654.7	398.9	6,327.1
May 1968†	66.2	120.9	846.9	784.5	381.5	646.6	975.1	278.4	1,053.5	612.5	407.2	6,173.3
NEWFOUNDLAND												
April 1969*	1.3	5.7	7.8	1.6	7.2	14.0	17.1	2.1	21.7	7.8	7.6	94.0
March 1969*	1.7	5.8	8.8	1.7	6.2	13.3	16.8	2.2	21.8	7.6	7.5	93.2
April 1968†	1.6	5.7	9.2	2.2	7.8	14.8	15.4	1.8	22.3	6.3	7.8	94.9
PRINCE EDWARD ISLAND												
April 1969*	—	—	1.6	0.4	1.2	2.7	4.1	0.6	6.0	1.6	2.0	20.3
March 1969*	—	—	1.4	0.3	1.2	2.6	4.0	0.6	6.0	1.5	2.0	19.6
April 1968†	—	—	1.6	0.4	1.2	2.6	3.8	0.6	5.7	1.6	2.2	19.7
NOVA SCOTIA												
April 1969*	2.0	6.8	17.8	14.1	12.9	23.1	31.6	6.9	40.2	15.5	20.1	191.0
March 1969*	1.6	6.8	17.6	13.4	12.2	23.6	32.1	7.0	38.6	14.7	20.5	188.0
April 1968†	1.9	6.7	17.9	14.8	11.6	20.8	31.1	6.3	37.2	12.6	19.0	179.9
NEW BRUNSWICK												
April 1969*	2.6	2.3	16.8	10.7	8.1	21.3	24.8	4.5	32.1	9.8	11.4	144.4
March 1969*	3.0	2.3	15.9	10.6	7.6	23.0	24.7	4.5	32.0	9.8	10.9	144.3
April 1968†	3.4	2.5	15.7	11.3	8.1	21.4	22.9	4.4	30.5	10.3	10.8	141.2
QUEBEC												
April 1969*	7.5	24.5	320.4	197.4	76.1	173.6	256.0	86.0	306.1	164.2	83.4	1,695.3
March 1969*	7.4	24.4	317.9	196.2	72.2	173.7	253.7	82.9	301.9	163.1	89.2	1,682.7
April 1968†	7.2	25.5	317.0	192.9	73.3	172.6	235.8	78.6	290.3	152.0	84.1	1,629.3
ONTARIO												
April 1969*	8.0	35.1	370.1	464.2	143.6	208.1	409.0	127.4	421.4	267.8	165.0	2,619.6
March 1969*	9.1	35.0	370.5	461.4	132.9	206.3	406.1	126.9	410.7	264.4	166.9	2,590.2
April 1968†	8.1	34.9	365.1	439.7	133.0	209.9	375.8	119.1	380.5	232.3	164.9	2,463.3
MANITOBA												
April 1969*	0.6	6.9	28.2	21.3	15.3	42.1	53.0	13.3	49.8	31.3	19.3	281.0
March 1969*	0.7	7.1	27.8	21.3	14.5	43.7	51.6	13.0	51.8	29.8	18.8	280.2
April 1968†	0.5	6.3	27.2	19.3	15.1	44.1	51.5	12.6	48.3	28.3	19.2	272.5
SASKATCHEWAN												
April 1969*	0.3	5.2	9.9	5.3	11.4	24.9	39.1	10.0	47.4	21.6	17.6	192.7
March 1969*	0.4	5.4	9.5	5.5	10.3	25.0	39.2	8.4	47.2	19.8	17.9	188.6
April 1968†	0.5	5.0	9.7	5.6	13.6	24.7	38.3	8.2	45.0	18.0	17.9	186.4
ALBERTA												
April 1969*	1.5	20.9	26.9	26.0	35.4	49.8	82.7	18.3	96.0	54.6	31.3	443.5
March 1969*	1.9	23.0	26.6	25.7	32.6	50.1	81.6	18.7	96.3	58.3	30.8	445.5
April 1968†	1.5	18.6	26.4	23.2	34.5	47.1	79.5	17.7	87.7	48.0	30.8	415.2
BRITISH COLUMBIA												
April 1969*	19.7	9.6	51.6	76.0	34.0	79.0	108.0	30.3	109.4	79.8	39.0	636.3
March 1969*	19.1	9.4	49.6	76.2	33.5	77.2	108.3	29.5	110.4	78.0	39.5	630.8
April 1968†	18.2	10.1	50.7	68.0	33.3	75.9	101.2	27.6	100.9	68.4	38.3	592.7

\* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

\*\* Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

**Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries**

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1969	April 1969	May 1968	May 1969	April 1969	May 1968
	(1961 = 100)			\$	\$	\$
<b>MINING, INCLUDING MILLING</b> .....	107.6	108.8	110.9	146.90	147.02	137.74
Metals.....	99.6	103.6	105.7	146.77	146.64	138.48
Mineral fuels.....	102.4	104.3	103.2	158.21	154.93	144.65
Non-metals except fuels.....	119.7	118.3	126.7	133.59	135.18	127.63
Quarries and sand pits.....	115.9	101.1	113.0	129.72	131.93	118.60
Services incidental to mining.....	154.2	146.1	143.1	149.28	152.79	140.86
<b>MANUFACTURING</b> .....	126.3	123.6	121.9	122.60	121.84	114.43
Durable goods.....	138.7	136.5	131.9	131.91	130.65	123.61
Non-durable goods.....	116.2	113.2	114.0	113.58	113.24	105.84
Food and beverages.....	109.8	102.8	109.7	107.75	107.97	100.54
Foods.....	109.0	101.7	109.2	103.84	104.40	97.73
Beverages.....	115.1	109.7	113.2	131.05	128.79	117.64
Tobacco processing and products.....	87.7	94.5	91.7	129.55	126.24	121.82
Rubber products.....	125.9	125.2	113.0	126.09	127.78	112.22
Leather products.....	100.7	100.1	99.1	81.08	80.02	75.23
Textile products.....	121.7	120.5	116.6	101.38	101.72	96.03
Knitting mills.....	117.0	116.6	111.3	78.20	77.88	71.93
Clothing.....	108.0	108.0	108.7	75.45	75.46	69.64
Wood products.....	115.7	112.6	108.0	109.98	109.87	102.83
Furniture and fixtures.....	130.9	130.2	124.5	99.82	100.20	92.31
Paper and allied industries.....	121.8	117.8	118.3	141.78	140.74	131.77
Printing, publishing and allied industries.....	115.3	114.6	114.6	126.90	126.41	119.56
Primary metal industries.....	132.2	129.7	124.8	145.56	142.21	136.32
Metal fabricating industries.....	137.0	134.9	130.1	128.03	127.09	119.33
Machinery, except electrical.....	148.9	149.0	136.0	140.39	141.75	126.27
Transportation equipment.....	157.8	156.4	153.4	145.10	142.27	140.54
Electrical products.....	150.4	147.5	142.5	125.13	124.94	116.45
Non-metallic mineral products.....	118.6	113.4	118.4	132.05	129.37	120.40
Petroleum and coal products.....	107.4	102.8	106.5	179.97	179.08	169.89
Chemicals and chemical products.....	121.9	120.5	120.2	137.83	137.25	128.22
Miscellaneous manufacturing industries.....	146.5	144.7	136.1	105.12	104.73	98.44
<b>CONSTRUCTION</b> .....	113.9	111.3	123.1	149.26	147.49	136.49
Building.....	119.5	126.2	128.4	145.12	143.70	133.86
Engineering.....	104.2	85.5	113.8	157.45	157.14	141.64
<b>TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES</b> .....	114.4	108.9	109.6	130.72	129.76	121.45
Transportation.....	110.0	103.2	104.9	129.18	128.11	120.27
Storage.....	111.9	109.4	111.9	116.20	114.03	105.61
Communication.....	123.5	121.6	118.7	126.58	124.72	116.75
<b>TRADE</b> .....	134.3	133.2	127.7	93.52	92.68	86.39
Wholesale trade.....	127.5	126.2	121.6	116.91	116.14	107.80
Retail trade.....	138.0	137.1	131.0	81.59	80.77	75.35
<b>FINANCE, INSURANCE AND REAL ESTATE</b> .....	137.9	136.1	130.8	114.52	113.58	106.07
Financial institutions.....	142.4	140.3	133.0	112.36	111.72	103.67
Insurance and real estate.....	131.9	130.5	127.7	117.68	116.27	109.44
<b>SERVICE</b> .....	169.7	163.4	157.3	83.55	83.16	78.76
Recreational services.....	166.7	144.0	149.3	77.79	77.31	67.44
Business services.....	187.5	186.2	174.4	129.59	127.81	120.20
Personal services.....	155.4	149.8	145.2	62.43	61.57	57.96
Miscellaneous services.....	196.3	192.7	180.2	85.56	86.11	87.83
<b>INDUSTRIAL COMPOSITE</b> .....	126.8	123.4	122.6	117.26	116.43	109.46

\* Latest figures subject to revision.

NOTE: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).



Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1969	April 1969	May 1968	May 1969	April 1969	April 1968	May 1969	April 1969	May 1968
				\$	\$	\$	\$	\$	\$
<b>MINING, INCLUDING MILLING</b> .....	41.6	41.4	41.9	3.23	3.23	3.03	134.47	134.04	127.24
Metals.....	41.1	41.0	41.4	3.35	3.35	3.15	137.59	137.46	130.54
Mineral fuels.....	41.0	41.4	41.7	2.97	2.84	2.67	121.80	117.31	111.02
Non-metals, except fuels.....	41.9	42.8	43.0	2.97	2.96	2.87	124.64	126.82	123.35
Quarries and sand pits.....	49.1	46.9	48.8	2.64	2.70	2.38	129.48	126.46	116.20
Services incidental to mining.....	41.4	40.5	41.4	3.47	3.57	3.28	143.87	144.23	135.76
<b>MANUFACTURING</b> .....	40.5	40.3	40.6	2.77	2.75	2.57	112.00	110.87	104.52
Durable goods.....	41.0	40.8	41.3	2.98	2.96	2.78	122.31	120.59	114.78
Non-durable goods.....	39.8	39.8	40.0	2.55	2.53	2.36	101.47	100.78	94.30
Food and beverages.....	39.6	39.3	40.1	2.44	2.46	2.26	96.85	96.56	90.56
Foods.....	39.5	39.1	40.0	2.36	2.38	2.20	93.40	93.23	88.15
Beverages.....	40.2	40.1	40.8	3.05	3.01	2.68	122.58	120.65	109.25
Tobacco processing and products.....	36.5	36.3	37.9	3.19	3.10	2.96	116.65	112.58	112.23
Rubber products.....	40.9	42.0	40.8	2.87	2.86	2.49	117.38	120.28	101.56
Leather products.....	39.2	38.6	39.4	1.89	1.88	1.75	74.30	72.80	68.85
Textile products.....	41.3	41.6	41.3	2.17	2.17	2.06	89.83	90.21	84.88
Miscellaneous textiles.....	39.6	39.7	40.8	2.21	2.26	2.20	87.54	89.94	89.73
Knitting mills.....	40.9	40.8	40.8	1.69	1.68	1.55	69.21	68.50	63.30
Clothing.....	37.1	37.1	36.9	1.86	1.86	1.71	68.99	68.87	63.03
Wood products.....	39.6	39.8	40.1	2.65	2.63	2.44	104.84	104.67	97.81
Furniture and fixtures.....	41.5	41.9	41.6	2.21	2.20	2.03	91.57	91.92	84.38
Paper and allied industries.....	41.1	41.2	41.2	3.25	3.20	2.99	133.55	131.71	123.23
Pulp and Paper mills.....	41.2	41.4	41.5	3.54	3.48	3.24	145.85	144.33	134.41
Printing, publishing and allied industries.....	37.8	37.7	38.3	3.28	3.26	3.06	123.92	123.09	116.96
Primary metal industries.....	41.5	40.7	41.0	3.31	3.27	3.12	137.06	132.83	127.67
Iron and steel mills.....	41.3	40.3	40.7	3.42	3.39	3.26	141.39	136.62	132.61
Metal fabricating industries.....	41.2	41.2	41.1	2.93	2.91	2.72	120.86	119.62	111.83
Machinery, except electrical.....	41.2	41.6	40.8	3.14	3.16	2.80	129.42	131.44	114.49
Transportation equipment.....	41.2	40.6	42.9	3.28	3.26	3.11	135.02	132.18	133.49
Aircraft and parts.....	41.7	40.2	40.4	3.22	3.22	2.92	134.41	129.40	118.04
Motor vehicles.....	41.0	40.6	44.1	3.37	3.35	3.22	138.03	135.94	142.04
Assembling.....	41.4	40.8	45.8	3.64	3.62	3.45	150.59	147.49	157.96
Parts and accessories.....	40.5	40.1	42.5	3.23	3.20	3.08	130.63	128.07	131.18
Shipbuilding and repairing.....	42.0	39.9	42.2	3.32	3.24	3.17	139.64	129.40	133.56
Electrical products.....	40.3	40.2	40.0	2.70	2.68	2.50	108.74	107.66	100.16
Communications equipment.....	40.0	39.7	39.7	2.59	2.59	2.37	103.52	102.54	93.82
Non-metallic mineral products.....	43.4	42.5	43.0	2.93	2.88	2.66	127.13	122.86	114.25
Petroleum and coal products.....	45.5	44.1	44.7	3.76	3.87	3.67	171.18	170.39	164.21
Chemical and chemical products.....	40.9	40.7	41.0	2.94	2.93	2.75	120.40	119.16	112.93
Miscellaneous manufacturing industries.....	40.4	40.3	40.5	2.24	2.23	2.07	90.36	89.81	83.90
<b>CONSTRUCTION</b> .....	40.5	39.4	40.6	3.61	3.66	3.29	146.24	144.38	133.71
Building.....	38.4	38.3	38.6	3.70	3.68	3.40	142.21	140.89	131.02
General contractors.....	38.3	38.1	38.9	3.56	3.56	3.32	136.20	135.61	129.21
Special trade contractors.....	38.5	38.4	38.3	3.81	3.77	3.46	146.85	144.65	132.49
Engineering.....	44.7	42.5	44.6	3.45	3.61	3.12	154.19	153.62	138.97
Highways, bridges and streets.....	44.5	41.6	45.7	2.97	2.96	2.62	132.20	123.07	119.51
Other engineering.....	44.9	43.1	43.5	3.90	4.03	3.63	175.08	174.05	158.23
<b>OTHER INDUSTRIES</b>									
Urban transit.....	42.8	41.3	42.0	3.37	3.35	3.10	144.21	138.56	130.48
Highway and bridge maintenance.....	37.3	36.0	38.8	2.51	2.57	2.44	93.51	92.34	94.71
Laundries, cleaners and pressers.....	38.0	38.0	38.4	1.61	1.61	1.49	61.21	61.32	57.46
Hotels, restaurants and taverns.....	32.2	32.0	33.4	1.61	1.60	1.49	51.93	51.15	49.64

Latest figures subject to revision.

SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current	1961
				Dollars	Dollars
Average		\$	\$		
1964.....	41.0	2.02	79.51	106.8	103.7
1965.....	41.0	2.12	82.96	111.4	106.3
1966.....	40.8	2.25	86.94	116.8	108.8
1967.....	40.3	2.40	91.65	123.1	110.5
1968†.....	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—April.....	40.7	2.56	104.28	140.1	117.4
May.....	40.6	2.57	104.52	140.4	117.2
June.....	40.4	2.57	103.94	139.6	115.9
July.....	40.0	2.56	102.23	137.3	113.7
August.....	40.4	2.59	104.63	140.5	116.1
September.....	41.0	2.62	107.43	144.3	118.9
October.....	40.9	2.64	108.22	145.4	119.2
November.....	40.9	2.66	108.68	146.0	119.4
December.....	38.0	2.70	102.56	137.8	112.4
1969—January.....	40.1	2.71	108.42	145.6	118.8
February.....	40.3	2.72	109.65	147.3	119.5
March.....	40.5	2.74	110.97	149.1	119.6
April*.....	40.3	2.75	110.87	148.9	119.2
May†.....	40.5	2.77	112.00	150.4	119.5

\* Revised.    † Preliminary.  
NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS.  
SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	May 1969	April 1969	May 1968	May 1969	April 1969	May 1968
				\$	\$	\$
Newfoundland.....	43.7	41.1	43.5	2.15	2.04	2.02
Nova Scotia.....	40.2	39.9	41.4	2.16	2.16	2.04
New Brunswick.....	40.7	41.0	41.7	2.20	2.25	2.01
Quebec.....	41.3	41.2	41.3	2.49	2.47	2.32
Ontario.....	40.5	40.3	40.8	2.92	2.89	2.71
Manitoba.....	39.4	39.5	39.3	2.42	2.43	2.30
Saskatchewan.....	40.7	40.2	37.8	2.94	2.94	2.71
Alberta.....	39.4	39.1	39.2	2.85	2.81	2.64
British Columbia.....	37.7	37.7	37.7	3.42	3.41	3.20

\* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.  
NOTE: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS.  
Latest figures subject to revision.  
SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).



## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower

Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 307, May issue.

**Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act\***

End of	Total	Employed	Claimants
1969—May.....	5,413,000	5,108,000	305,000
April.....	5,499,000	4,972,500	526,500
March.....	5,546,000	4,951,900	594,100
February.....	5,551,000	4,920,000	631,000
January.....	5,512,000	4,896,000	616,000
1968—December....	5,446,000	4,948,100	497,900
November....	5,411,000	5,069,400	341,600
October.....	5,346,000	5,081,500	264,500
September....	5,356,000	5,109,300	246,700
August.....	5,387,000	5,117,200	269,800
July.....	5,321,000	5,000,000	321,000
June†.....	5,316,000	5,024,900	291,100
May.....	4,812,040	4,455,610	356,430‡

\* May 1968 to March 1969 revised on the basis of book renewal at June 1, 1968.

† Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 a year.

‡ The number of persons reporting to local offices as claimants during the first two weeks of book renewal. For other months, the claimants are as shown in Table E-2.

**Table E-4—Benefit Payments, by Province, June 1969**

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	31,175	1,007,889
Prince Edward Island.....	2,752	74,732
Nova Scotia.....	34,461	1,044,264
New Brunswick.....	29,658	885,118
Quebec.....	282,752	9,173,403
Ontario.....	287,318	9,228,433
Manitoba.....	28,518	828,890
Saskatchewan.....	21,889	654,313
Alberta.....	32,036	1,002,709
British Columbia.....	82,000	2,596,742
Total, Canada, June 1969.....	832,559	26,496,493
Total, Canada, May 1969.....	1,693,786	52,848,540
Total, Canada, June 1968.....	915,228	23,400,578

**Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province**

Province	June 1969			June 1968		
	Total	Initial	Renewal	Total	Initial	Renewal
CANADA.....	91,250	67,125	24,125	92,793	66,245	26,548
Newfoundland.....	3,140	2,525	615	2,006	1,549	457
Prince Edward Island.....	301	233	68	345	261	84
Nova Scotia.....	2,862	2,060	802	2,767	1,997	770
New Brunswick.....	2,544	1,999	545	2,398	1,821	577
Quebec.....	31,254	23,194	8,060	31,256	22,101	9,155
Ontario.....	32,097	23,184	8,913	34,934	24,720	10,214
Manitoba.....	2,172	1,645	527	2,580	2,020	560
Saskatchewan.....	1,793	1,358	435	1,567	1,261	306
Alberta.....	3,111	2,348	763	3,209	2,437	772
British Columbia.....	11,976	8,579	3,397	11,731	8,078	3,653

\* In addition, revised claims received numbered 27,377.

**Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at June 30, 1969**

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants June 28, 1968
		1-4	5-13	14-26	27 or more*	
<b>CANADA</b> .....	276,886	102,137	76,377	61,590	36,782	291,137
Male.....	167,770	66,460	47,762	34,247	19,301	177,098
Female.....	109,116	35,677	28,615	27,343	17,481	114,039
<b>NEWFOUNDLAND</b> .....	10,402	3,806	3,141	2,497	958	8,686
Male.....	8,563	3,355	2,672	1,863	673	6,872
Female.....	1,839	451	469	634	285	1,814
<b>PRINCE EDWARD ISLAND</b> .....	901	293	153	242	213	1,179
Male.....	552	195	108	108	141	737
Female.....	349	98	45	134	72	442
<b>NOVA SCOTIA</b> .....	11,757	3,736	3,497	2,881	1,643	10,998
Male.....	8,433	2,762	2,714	1,936	1,021	7,455
Female.....	3,324	974	783	945	622	3,543
<b>NEW BRUNSWICK</b> .....	9,967	3,315	2,719	2,363	1,570	9,682
Male.....	6,553	2,308	1,948	1,458	839	6,532
Female.....	3,414	1,007	771	905	731	3,150
<b>QUEBEC</b> .....	95,627	35,758	27,417	21,308	11,144	99,852
Male.....	62,260	24,516	18,368	13,530	5,846	66,679
Female.....	33,367	11,242	9,049	7,778	5,298	33,173
<b>ONTARIO</b> .....	93,255	36,043	25,182	19,244	12,786	97,926
Male.....	51,192	21,609	13,798	9,088	6,697	51,748
Female.....	42,063	14,434	11,384	10,156	6,089	46,178
<b>MANITOBA</b> .....	9,017	3,046	2,355	2,040	1,576	9,433
Male.....	4,604	1,655	1,194	932	823	4,969
Female.....	4,413	1,391	1,161	1,108	753	4,464
<b>SASKATCHEWAN</b> .....	6,545	1,791	1,653	2,035	1,066	5,686
Male.....	3,694	1,164	926	1,066	538	3,180
Female.....	2,851	627	727	969	528	2,506
<b>ALBERTA</b> .....	9,818	2,947	2,791	2,519	1,561	10,566
Male.....	5,317	1,681	1,609	1,264	763	5,985
Female.....	4,501	1,266	1,182	1,255	798	4,581
<b>BRITISH COLUMBIA</b> .....	29,597	11,402	7,469	6,461	4,265	37,129
Male.....	16,602	7,215	4,425	3,002	1,960	22,941
Female.....	12,995	4,187	3,044	3,459	2,305	14,188

\* The bulk of the cases in this group were on claim from 27-39 weeks.  
NOTE: Values less than 50 subject to relatively large sampling variability.



## F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—August.....	120.7	123.9	118.9	120.6	115.1	128.2	119.9	121.3
September.....	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October.....	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February.....	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March.....	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April.....	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May.....	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June.....	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July.....	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August.....	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
(1949 = 100)								
August.....	164.0*							

\* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.  
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—August, 1969

	All-Items									
	Aug. 69	July 69	Aug. 68	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)										
St. John's, Nfld.....	120.6	120.0	118.2	123.9	113.3	126.7	110.4	128.7	110.6	134.8
Halifax.....	121.4	120.4	115.3	131.9	113.1	121.6	109.7	136.0	125.6	127.8
Saint John.....	121.6	121.0	116.3	128.3	113.3	127.3	118.0	128.7	126.7	126.6
Montreal.....	123.2	122.7	118.9	127.6	115.0	122.7	121.9	127.5	136.2	128.5
Ottawa.....	124.3	123.8	119.6	131.4	114.7	125.4	118.5	136.1	134.7	132.1
Toronto.....	125.8	124.9	120.0	130.0	118.6	128.5	126.9	133.8	124.1	130.1
Winnipeg.....	123.9	123.7	118.7	129.3	112.2	131.0	124.3	138.4	127.4	129.1
Saskatoon-Regina.....	120.7	120.5	116.4	128.9	113.7	125.5	112.3	125.2	127.2	121.8
Edmonton-Calgary.....	122.4	122.2	117.3	126.9	115.9	124.6	117.1	136.7	130.1	122.6
Vancouver.....	120.1	120.0	115.2	128.9	113.1	123.5	116.2	128.6	117.9	113.5

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

# G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower

and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**Table G-1—Strikes and Lockouts, 1964-1969**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts	Workers Involved	Strikes and Lockouts in Existence During Month or Year	
				Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
*1968—August.....	57	146	59,956	635,340	0.43
September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
*1969—January.....	33	64	10,048	125,680	0.09
February.....	26	62	15,467	137,070	0.11
March.....	38	83	22,696	169,120	0.13
April.....	50	95	30,211	272,490	0.20
May.....	64	125	108,563	1,099,450	0.79
June.....	58	133	61,407	911,680	0.64
July.....	33	113	70,723	1,058,150	0.69
August.....	44	117	74,686	1,178,780	0.81

\* Preliminary.

**Table G-2—Strikes and Lockouts, by Industry August 1969, (Preliminary)**

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	1	410	8,200
Mines.....	2	9	7,461	93,880
Manufacturing.....	27	59	46,885	900,070
Construction.....	9	23	10,406	110,190
Transportation and utilities..	3	6	8,203	48,140
Trade.....	1	13	1,111	15,800
Finance.....	—	—	—	—
Service.....	2	6	210	2,500
Public administration.....	—	—	—	—
ALL INDUSTRIES.....	44	117	74,686	1,178,780

**Table G-3—Strikes and Lockouts, by Jurisdiction August 1969, (Preliminary)**

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	2	1,470	30,800
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	6	7	1,385	5,490
New Brunswick.....	—	—	—	—
Quebec.....	15	29	5,586	73,670
Ontario.....	19	56	55,246	974,740
Manitoba.....	—	1	35	700
Saskatchewan.....	—	2	69	1,270
Alberta.....	3	7	1,196	12,620
British Columbia.....	—	9	2,143	39,070
Federal.....	1	4	7,556	40,420
ALL JURISDICTIONS.....	44	117	74,686	1,178,780



**Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)**

Industry			Duration in Man-Days		Starting Date	Major Issues Result
Employer		Workers Involved	August	Accu- mulated	Termination Date	
Location	Union					
FORESTRY						
MacMillan Bloedel Ltd., (Franklin River Division), Vancouver Island, B.C.	Woodworkers (AFL-CIO/CLC)	410	8,200	23,370	June 10 —	Absence of a fourth daily meal at camp—
MINES						
Metal						
Wabush Mines Co., Pointe Noire, Que.	Steelworkers Locs. 6254 and 6680 (AFL-CIO/CLC)	463	9,720	37,500	May 7 —	Wages, Hours—
Iron Ore Co. of Canada Ltd., Labrador City, Nfld.	Steelworkers Loc. 5795 (AFL-CIO/CLC)	1,400	29,400	109,200	May 10 Sept. 2	Wages, hours—74¢ an hr. in- crease spread over 30 mo. con- tract, other improved benefits.
Iron Ore Co. of Canada Ltd., Sept-Iles and Schefferville, Que.	Steelworkers Locs. 5569 and 5567 (AFL-CIO/CLC)	1,030	15,960	74,670	May 10 Aug. 30	Wages, hours—Return of work- ers, settlement terms not reported.
Gaspé Copper Mines Ltd., Murdochville, Que.	Steelworkers Loc. 6086 (AFL-CIO/CLC)	700	8,400	46,900	May 14 Aug. 18	Wages—65¢ per hr. increase over 3-yr. contract.
Falconbridge Nickel Mines Ltd., Falconbridge and Onaping areas, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	3,268	22,880	22,880	Aug. 21 —	Wages, fringe benefits—
Mineral Fuels						
Great Canadian Oils Sands Ltd., Fort McMurray, Alta.	Oil Workers (AFL-CIO/CLC)	300	1,500	1,500	Aug. 25 —	Wages—
Non-Metal						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	3,460	18,500	Mar. 30 —	Wages—
Quarries						
Canada Crushed Stone, Dundas and Hamilton, Ont.	District 50 (U.M.W.A.) Loc. 14979 (Ind.)	107	2,140	3,100	July 19 —	Wages, fringe benefits, working conditions—

**Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)**

Industry	Employer	Union	Duration in Man-Days		Starting Date	Major Issues Result
Location			Workers Involved	August	Accu- mulated	
MANUFACTURING						
Rubber						
	Goodyear Tire and Rubber Company of Canada. Valleyfield, Que.	Rubber Workers Loc. 774 (AFL-CIO/CLC)	450	6,750	6,750	Aug. 11 — Not reported—
Textiles						
	Daily and Morin Limitée, Lachine, Que.	Clothing Workers' Federation (CNTU)	225	2,250	2,250	Aug. 18 — Wages, hours—
	Wabasso Cotton Co. Ltd., Welland, Ont.	United Textile Workers Loc. 155 (AFL-CIO/CLC)	513	4,100	4,100	Aug. 18 Aug. 28 Company's decision to have slubber tenders work without helpers—Normal operations resumed with exception of 13 workers.
Wood						
	Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)	105	7,100	18,710	Dec. 17 — Wages, fringe benefits, holidays—
	Gillies Bros. & Co. Ltd., Braeside, Ont.	Woodworkers (AFL-CIO/CLC)	240	2,640	4,080	July 24 Aug. 18 Wages—42¢ per hr. increase across the board, retroactive pay pro rata \$50., medicare premiums on 50-50 basis.
	Kootenay Forest Products Ltd., Nelson, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	289	5,780	7,510	July 24 — Suspension of one employee—
	Wayerhausser, Québec Ltée, Princeville, Cté Arthabaska, Que.	Building and Woodworkers Federation (CNTU)	132	2,380	2,380	Aug. 6 — Wages, hours, vacations, holidays
Primary Metals						
	International Nickel Co. of Canada Ltd., Sudbury District and Port Colborne, Ont.	Steelworkers Locs. 6500 and 6200 (AFL-CIO/CLC)	17,500	350,000	625,000	July 10 — Wages, fringe benefits—
	Algoma Steel Corp., Sault Ste. Marie, Ont.	Various unions	7,583	167,910	167,910	Aug. 1 — Wages, other benefits—
	Steel Co. of Canada Ltd., Various Locations, Quebec.	Steelworkers various locals (AFL-CIO/CLC)	1,082	10,820	10,820	Aug. 16 — Wages, fringe benefits—
Metal Fabricating						
	Engineering Products of Canada Ltd., Boucherville, Que.	Steelworkers Loc. 5792 (AFL-CIO/CLC)	125	2,630	8,010	June 2 — Wages, fringe benefits—



**Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)**

Industry	Employer	Union	Duration in Man-Days		Starting Date	Major Issues
			Workers Involved	August	Accumulated	
Location					Termination Date	Result
Curtis Products Cobourg, Ont.	Machinists, Loc. 788 (AFL-CIO/CLC)	102	2,040	2,960	July 21 —	Wages—
Steel Co. of Canada Ltd., Various locations, Ontario.	Steelworkers various locals (AFL-CIO/CLC)	13,500	270,000	270,000	Aug. 1 —	Wages, fringe benefits—
<b>Machinery</b>						
Otis Elevator Co. Ltd., Hamilton, Ontario.	Steelworkers Loc. 1762 (AFL-CIO/CLC)	553	11,060	42,030	May 14 —	Wages, working conditions—
Stephens-Adamson Mfg. Co. of Canada Ltd., Belleville, Ont.	Mine Workers Loc. 5303 (Ind.)	130	1,300	1,300	Aug. 15 —	Unable to reach agreement on fringe benefits—
Ex-Cell-O Corp. of Canada Ltd., London, Ont.	Moulders Loc. 49 (AFL-CIO/CLC)	125	60	60	Aug. 28 Aug. 29	Alleged dispute over method of job posting—Return of workers.
<b>Transportation Equipment</b>						
SKD Manufacturing Co., Amherstburg, Ont.	Auto Workers Loc. 89 (CLC)	330	6,270	6,270	Aug. 5 —	Wages, retroactive dating of a contract, pension benefits—
Lunenburg Foundry and Engineering Co., Lunenburg, N.S.	Machinists Loc. 1716 (AFL-CIO/CLC)	147	2,350	2,350	Aug. 8 —	Wages—
<b>Electrical Products</b>						
Moffats Ltd., Weston, Ont.	Steelworkers Loc. 3129 (AFL-CIO/CLC)	600	9,000	12,600	July 24 Aug. 24	Failure to agree in a new con- tract—Return of workers.
R.C.A. Limited, Midland, Ont.	I.U.E. Loc. 532 (AFL-CIO/CLC)	400	500	500	Aug. 7 Aug. 11	Wages—Return of workers.
Croname McDonald Ltd., Waterloo, Que.	Steelworkers Loc. 5207 (AFL-CIO/CLC)	163	2,120	2,120	Aug. 13 —	Wages—
<b>Non-Metallic Mineral Products</b>						
Asbestonos Corporation Ltd., St. Lambert, Que.	Les Travailleurs Unis de St. Lambert Inc.	150	150	9,450	May 5 Aug. 4	Not reported—Not reported
Libby-Owens-Ford Glass of Canada Ltd., Collingwood, Ont.	International Operating Engineers, (AFL-CIO/CLC)	137	1,100	1,100	Aug. 20 —	Wages, rates for overtime on Sundays—

**Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)**

Industry			Duration in Man-Days		Starting Date	
Employer			Workers Involved	August	Accu- mulated	Major Issues
Location	Union				Termination Date	Result
Petroleum and Coal Products						
Six oil refineries Lower Mainland, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	550	11,460	46,150	May 21 —	Wages, fringe benefits—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	5,900	95,710	May 17 1968	Wages, union security, grievance procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations Northwestern Ontario	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,000	57,600	July 15 1968	Wages, other benefits—
Toronto Construction Association Metro Toronto, Ont.	Various unions	3,650	18,250	854,050	May 1 Aug. 11	Wages—Wage increases, other benefits.
Hamilton Construction Association Hamilton, Ont.	Various unions	1,058	21,160	86,060	May 2 —	Wages—
Windsor Construction Association, Windsor, Ontario.	Various unions	800	16,930	99,310	May 28 —	Wages—
Sudbury Construction Association, Sudbury and area, Ontario.	Carpenters Loc. 2486 (AFL-CIO/CLC)	650	1,300	29,050	May 29 Aug. 6	Wages, other benefits—Wage in- crease of \$1.55 an hr. over 2 yrs., 2% vacation pay increase.
Electrical Construction Association of Hamilton, Hamilton, Ontario.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	550	11,000	23,100	July 2 —	Wages, working conditions, fringe benefits—
Sudbury Construction Association, Sudbury, Ont.	International Operating Engineers Loc. 793 (AFL-CIO/CLC)	400	6,400	15,200	July 2 Aug. 25	Slowness in negotiation of new contract—Wage increases.
Forming Contractors' Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	15,000	29,250	July 7 —	Wages, hours, other benefits—
Electrical Contractors of Oshawa and Port Hope Oshawa and Port Hope, Ont.	I.B.E.W. Loc. 894 (AFL-CIO/CLC)	130	2,340	4,420	July 10 Aug. 28	Wages—Starting rate raised to \$5.50 per hr., \$1. per hr. increase by Nov. 1, 1970



**Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)**

Industry	Employer	Union	Duration in Man-Days		Starting Date	Major Issues
			Workers Involved	August	Accumulated	
Location					Termination Date	Result
Various plumbing firms, Various locations St. Maurice region, Que.	Building and Woodworkers Federation (CNTU)	450	6,300	6,300	Aug. 5 Aug. 25	Wages—Return of workers
Parsons Construction, Point Tupper, N.S.	International Operating Engineers Loc. 721 (AFL-CIO/CLC)	475	950	950	Aug. 11 Aug. 13	Refusal to handle material supplied by local non-union supplier—Return of workers when court order issued.
Adam Clark and Co. Ltd., Ingleside, Ont.	Painters Loc. 200 (AFL-CIO/CLC)	142	280	280	Aug. 15 Aug. 19	Union recognition, first contract—Workers replaced by union men.
Formco North Atlantic Forms Joint Venture, Halifax, N.S.	Labourers Loc. 615 (AFL-CIO/CLC)	110	440	440	Aug. 19 Aug. 25	Dismissal of one workers—Return of workers when court order issued.
Robert McAlpine Ltd., Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	178	530	530	Aug. 19 Aug. 22	Wages—Wage increase, other benefits.
C. W. Miller Ltd. Guilfords Ltd., Various locations, Nova Scotia.	Asbestos Workers Loc. 116 (AFL-CIO/CLC)	110	550	550	Aug. 25 —	Wages, fringe benefits—
Lummus (Canada) Ltd., Port Hawkesbury, N.S.	Plumbers (AFL-CIO/CLC)	400	400	800	Aug. 18 Aug. 20	Intra-union dispute—Return of workers.
Sudbury Mechanical Contractors Association, Sudbury and area, Ont.	Sheet Metal Workers Loc. 504 (AFL-CIO/CLC)	140	420	420	Aug. 27 —	Wages—
<b>TRANSPORTATION AND UTILITIES</b>						
<b>Transportation</b>						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont. and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,380	15,120	Feb. 19 —	Hours of work, safety conditions
*Quebec North Shore and Labrador Railway, Sept-Iles, Que.	Machinists Loc. 767 (AFL-CIO/CLC)	525	3,380	4,480	July 28 Aug. 9	Wages, hours, other benefits—Return of workers, settlement terms not reported.
Edmonton Transit System, Edmonton, Alta.	Transit Union Loc. 569 (AFL-CIO/CLC)	625	7,590	7,590	Aug. 15 —	Wages—
*Fédération des Armateurs du Canada Inc., Cap de la Madeleine, Que.	I.L.A. Loc. 1846 (AFL-CIO/CLC)	331	1,660	1,660	Aug. 25 Sept. 2	Mechanization, reduction in number of workers in gang, slings, loads—Return of workers when court injunction issued.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, August 1969 (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues Result
			August	Accu- mulated	Termination Date	
*British Columbia Telephone Co., Province wide, B.C.	B.C. Telephone Workers, Various locals (CLC)	6,600	33,000	198,000	June 27 Aug. 7	Wages, hours, fringe benefits— Wage increase of 19.8% over 2 yrs.; other improvements.
TRADE						
Various grocery supermarkets, Metro Vancouver, B.C.	Butcher Workmen Loc. 212 (AFL-CIO/CLC)	800	12,670	133,930	May 24 Aug. 26	Wages, 4-day work week, job security—Wage increase, other improved benefits.
SERVICE						
Lakehead Hotel Keepers Association, Fort William-Port Arthur, Ont.	Hotel Employees Loc. 757 (AFL-CIO/CLC)	116	1,840	2,070	July 30 Aug. 23	Wages, fringe benefits—Wage increases, other improved benefits.

Federal jurisdiction.



Table H—Employment Fatalities in Canada During Second Quarter of 1969

	Agri- culture	For- estry	(1) Fishing	(2) Mining	Manu- factur- ing	Con- struc- tion	(3) Trans- porta- tion	Trade	(4) Fi- nance	(5) Serv- ice	(6) Public Ad- minis- tra- tion	Total	Per Cent of Total
By Industry* and Age Group													
14-19.....	2	2	—	—	—	—	1	—	—	1	—	6	3.8
20-24.....	2	3	5	8	7	3	4	—	—	1	—	33	20.7
25-44.....	—	6	1	12	15	12	19	1	—	2	8	76	47.4
45-64.....	—	—	2	7	4	6	14	2	—	3	2	40	25.3
65 and over.....	—	—	—	—	1	—	—	1	—	1	1	4	2.5
TOTAL.....	4	11	8	27	27	21	38	4	—	8	11	159**	100.0
By Industry and Occupation†													
Farmers (a).....	4	—	—	—	—	—	—	—	—	—	—	4	2.5
Loggers (b).....	—	10	—	—	—	—	—	—	—	—	—	10	6.3
Fishermen (c).....	—	—	8	—	—	—	—	—	—	—	—	8	5.0
Miners (d).....	—	—	—	21	—	—	—	—	—	—	—	21	13.2
Craftsmen (e).....	—	1	—	1	17	13	14	3	—	—	3	52	32.7
Labourers (f).....	—	—	—	—	1	6	2	—	—	4	3	16	10.1
Transport (g).....	—	—	—	2	5	—	20	—	—	—	1	28	17.6
Managerial.....	—	—	—	—	2	2	1	1	—	—	1	7	4.4
Professional (h).....	—	—	—	3	—	—	—	—	—	—	—	3	1.9
Clerical.....	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales.....	—	—	—	—	1	—	—	—	—	—	—	1	0.6
Services (i).....	—	—	—	—	1	—	1	—	—	4	3	9	5.7
TOTAL.....	4	11	8	27	27	21	38	4	—	8	11	159**	100.0
By Industry and Type of Accident‡													
Struck by objects (j).....	—	10	—	12	7	10	3	—	—	2	1	45	28.3
Falls and slips (k).....	—	—	8	1	2	7	7	1	—	2	3	31	19.5
Collisions, derailments (l).....	—	—	—	6	5	1	19	2	—	1	3	37	23.2
Caught in, on, between (m).....	2	1	—	2	4	1	3	—	—	—	1	14	8.8
Inhalations (n).....	—	—	—	6	1	—	—	—	—	—	2	9	5.7
Conflagrations (o).....	1	—	—	—	3	—	—	—	—	3	—	7	4.4
Electric current (p).....	1	—	—	—	4	2	5	1	—	—	—	13	8.2
Over-exertion (q).....	—	—	—	—	1	—	—	—	—	—	—	1	0.6
Striking against (r).....	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s).....	—	—	—	—	—	—	1	—	—	—	1	2	1.3
TOTAL.....	4	11	8	27	27	21	38	4	—	8	11	159**	100.0
PER CENT OF TOTAL.....	2.5	6.9	5.0	17.0	17.0	13.3	23.9	2.5	—	5.0	6.9	100.0	

\* Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

† Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupation workers. (i) Recreation workers.

‡ Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contacts, absorption ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

\*\* Of these totals, 115 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 44 were obtained from other sources.



**The Labour Gazette**  
**Official Journal Canada Department of Labour**

710	News Brief
712	50 Years Ago
714	<b>National Tripartite Conference</b>
716	<b>Ergonomics: Man and His Work</b>
723	<b>The Concern for Safety</b>
726	<b>A Time to Speak and a Time to Act</b>
729	<b>The New Move to End U.S. Poverty</b>
730	<b>It Just Won't Work, Mr. Wilson</b>
732	Housewives: Missing Link in the GNP Chain
734	Organizing Public Employees
736	Labour Legislation in 1968-69: Labour Standards
746	General Topics: Wage Schedules—August Unemployment Insurance Fund Employment Review—September
750	Price Indexes
752	Unemployment Insurance Report—July
754	Conciliation
756	Certification
758	Decisions of the Umpire
759	Library List No. 249
762	Statistics Section; Labour Statistics



The contents of this publication may be reproduced either in whole or in part, provided that credit is given to The Labour Gazette.



## News Briefs

■ **Union strength continued to grow in Canada in 1968, but the formation of new Canadian unions in the public service sector has resulted in a decrease in the international unions' share of the total membership.** As of January 1969, union membership in Canada stood at 2,074,000. This increase of 64,000, or 3.2 per cent during 1968, is the result of general growth in the union movement, and the inclusion in the survey of new unions of government employees, mainly provincial.

This membership figure of 2,074,000 represents 26.3 per cent of Canada's labour force and 32.5 per cent of non-agricultural paid workers, compared with 26.6 per cent and 33.1 per cent in 1968. In 1969, there were 101 international unions, 59 national unions, 196 directly chartered locals—152 with CLC, 44 with CNTU—and 124 independent local organizations.

International union membership comprised 65.0 per cent of total union members this year, the lowest since 1944 when the percentage was 64.6. Although there has been no actual decrease in the total membership of international unions, the membership of national unions has grown faster because of the formation of new unions in the public service sector and continued growth in the service sector.

There appears also to be a trend toward larger unions. In 1969, 18 unions—13 affiliated with the CLC, four with the CNTU, and one independent—reported a membership of 30,000 and over, compared with 14 unions in 1968. The five largest unions in Canada in 1968 were: United Steelworkers of America (AFL-

CIO/CLC) 150,000; Canadian Union of Public Employees (CLC) 124,500; International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) 113,000; Public Service Alliance of Canada (CLC) 96,200; and the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC) 73,500.

Two of the new unions in the over-30,000 membership group are the result of mergers, and there have been seven mergers since the 1968 statistics were compiled. Compared with 1961, when there were 11 unions in the 30,000 membership range with a combined membership of 503,000, or 34.8 per cent of total union membership, the 18 unions in this range for 1969 have a membership of 1,085,000, or 52.3 per cent of the total.

■ **United States federal and state programs to encourage the employment of the disadvantaged have been exempted from the Age of Discrimination in Employment Act.** The exemption, announced by the Wage and Hour and Public Contracts Divisions of the Labor Department, applies to employment programs under federal contracts or grants or carried out by the state public employment services, which are designed exclusively to promote the employment of persons with special employment problems. **Included are activities performed under the Manpower Development and Training Act and the Economic Opportunity Act to aid the long-term unemployed, the handicapped, minorities, older workers and youth.** Many of these programs are designed to meet the employment needs of older workers, an objective of the age discrimination law itself. **The Act prohibits job discrimination based on age with regard to persons from 40 to 65, and authorizes the Secretary of Labor to establish reasonable exceptions in the public interest**

■ The ILO has a new information retrieval system at its Geneva headquarters that covers such things as technical co-operation projects, labour and social legislation, and statistics. With the system, document searching that often took a skilled librarian hours to complete is done in seconds with the computer.

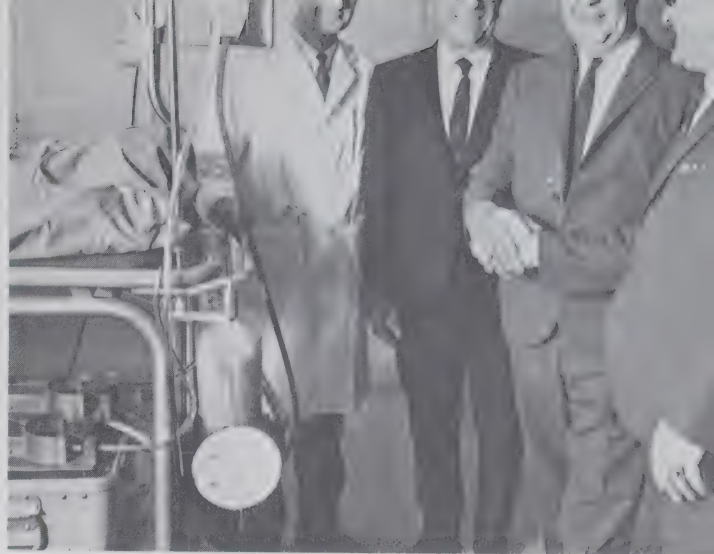
The system has already provided bibliographies on such complex topics as the evolution of computer technology, natural and human resources in various regions of Africa, and youth unemployment in developing countries. The service is available to governments, employers' organizations, universities, and research centres. Inquiries should be sent to the ILO, 154 rue de Lausanne, CH-1211, Geneva 22, Switzerland.

■ An ILO task force of experts is going to Colombia to assist the Government in developing a comprehensive and integrated employment plan. The objective of the program is not only to provide work for the currently employed, but also to develop long-range plans for the employment and training of the country's swelling work force.

In announcing the plan, ILO Director-General David Morse said that the approach is unique in international affairs, because the Colombian Government will open up to the task force all economic and statistical data and records involving any aspect of potential employment expansion. As well, it is an important pilot project in the ILO's World Employment Program.

The ILO task force will assist Colombia in developing plans involving national economic policy and planning; evaluation of manpower needs and utilization of human resources, including education and vocational training; agricultural planning, with special reference to systems of land settlement, land tenure and agricultural technology; industrial planning; international trade and regional economic integration; financial and income policies; and public services and public works.

■ A portable heart pump that will be a valuable aid in heart surgery is the direct result of a \$3,000 cash donation to the Ottawa Civic Hospital from the Canadian Union of Public Employees, Local 576. The money was



collected in an employee initiated drive that began in 1967. Contributions from the general membership totalled 50 per cent, with the remainder pledged by the local's executive from its union funds. Victor Saumure, President of the local, presented the cheque to Douglas Peart, executive Director of the hospital.

Dr. W. J. Keon, the hospital's leading heart authority, was a member of the Toronto General Hospital staff that designed and built the prototype of the portable pump in 1966. These units are produced commercially at a cost of over \$5,000, and almost every major Canadian hospital has one. But as the components can be purchased separately, and the technique for assembling the unit is relatively simple, the Civic Hospital decided to build its own machine at a \$2,000 saving.

In the accompanying photo are (l. to r.): Dr. W.J. Keon; CUPE Business Manager Bob Rintoul; Douglas Peart, Executive Director, Civic Hospital; and Victor Saumure, President, CUPE Local 576.

■ Proposals have been made to the Commons veterans affairs committee to raise pensions paid to multiple disability veterans (L. G., Nov., p. 666). In a brief submitted to the committee in October, Clifford Chadderton, executive secretary of the War Amputations Association, asked that disabled veterans have their pensions boosted from \$3,087 to \$4,531. The Commons committee is hearing briefs as a result of a study on veterans headed by Mr. Justice Mervyn Woods of Saskatchewan and is expected to make its recommendations to the Government at a later date.



## 50 Years Ago



Higher wage scales for Canada's policemen, an employee-managed factory, a contractor who obtained money from the Royal Northwest Mounted Police under false pretenses and got away with it, and the plight of women workers who emigrated from Britain to Canada, were some of the items discussed in the December 1919 issue of *The Labour Gazette*.

A higher wage scale for Canada's policemen was discussed in Calgary at a September conference of chief constables. It was claimed that, on the average, constables received a smaller income than most labourers, and yet were expected to maintain a relatively high standard of living. A committee was appointed to approach the federal Government with a view to securing a minimum wage scale for policemen throughout the country. The Chief of Police in Toronto received the highest salary, \$7,000, while his equivalent in Saint John, N.B., received the lowest, \$2,000. The figure for the Montreal Chief was not available, but Quebec City constables were paid \$1,014, the lowest maximum annual salary in Canada. The highest maximum for police constables, \$1,680, was paid in Winnipeg.

An example of teamwork in industry was demonstrated at the Humphrys Glass Works at Moncton, N.B., when the employees took over the operation of the plant for four months. The factory, which employed about 25 men, closed down in March because of a shortage of natural gas for heating. When it was reopened, the men, who were all members of a union, asked that their union be recognized, and that the factory operate under union conditions with union wages. When the management said that the plant could not make a profit under those conditions, the men offered to run the plant themselves, asking only that the directors provide a man to direct

the business part of it. They told the directors that they would leave 25 per cent of their wages with them from May to September 1. If at that time the factory had not paid all expenses and the pro rata share of dividends and depreciation, the directors were to deduct enough from the sum deposited with them to cover these amounts.

The offer was accepted and the factory was run by the men under union conditions. They chose some expert glass blowers from among them to act as foremen, and all employees were on a committee that directed the affairs of the factory. When stock was taken and the books examined at the end of August, it was found that the experiment was a success, and the wages that had been deposited in trust were returned to the men. From that moment on, the factory operated under the old management with the union scale of wages and the union rate of production.

A contractor undertook to paint some buildings in the Royal Northwest Mounted Police barracks at Regina. No written agreement was made, but by a verbal arrangement, the police agreed to supply the paint and brushes if the contractor supplied the equipment and men and paid them the union rate of 75 cents an hour for painters and 85 cents for the foreman. The contractor was to receive 10 per cent of the cost for superintending the job. While the work was in process, he sent in signed vouchers showing that the above wages were being paid by him, and he was reimbursed for this amount plus an additional 10 per cent profit.

The Regina Trades and Labour Council subsequently informed the comptroller of the Royal Northwest Mounted Police that union wages had not been paid on this job. And as a result of an inquiry, the contractor

was placed under arrest on a charge of obtaining money under false pretences. **The evidence presented at the trial showed that the contractor had paid the painters from 45 cents to 67 cents an hour, and the foreman 75 cents an hour. It also came out that this juggling of wages had netted the contractor \$450.10 more than he was entitled to.**

In his defence, evidence was given by a fellow contractor to show that the Contractors' and Painters' Society of Regina had ruled that they should charge 25 per cent over and above the wages paid the men, and that at 10 per cent they could not make any profit. The jury, after four hours of deliberation, told the court that, although they found the accused guilty of false pretense, he had apparently not benefited by it. When the court instructed the jurors to find the accused either guilty of having gained something by false pretense or not guilty, they again retired—and a few minutes later brought in a verdict of "Not Guilty."

**Women in Britain who were considering emigration to Canada were assisted by a special commission from the United Kingdom that toured the Dominion from coast to coast, getting information on employment prospects.** Acting under the authority of the Overseas Settlement Committee of the British Government, the commissioners warned potential emigrants that, although there was an urgent demand for domestic help in Canada, the diversity of social standards would adversely affect their employment.

British immigrants, it seemed, came over with a preconceived idea of service that did not correspond with the qualifications required of Canadian help. The preference in the West was for male Orientals because they were easier to house than women. Newcomers looking for positions as housekeepers were warned of the loneliness of prairie life. "No demand for housekeepers accustomed only to the kind of work attached to that post in English homes exists in Canada," they said. But the commissioners found good openings for educated young women to undertake the care of infants and young children, or to a lesser extent to act as "lady helps."

Milliners were not advised to come to Canada, and while there was some demand for dressmakers, the commissioners pointed out that "the vast majority of Canadian women are accustomed to making their own dresses and are extremely competent in this respect."

**Old age pensioners in Britain who had reached the age of 70 got their weekly allowances raised.** Instead of the maximum of five shillings for those whose annual income did not exceed £21, it was proposed to grant a pension of 10 shillings a week to every citizen over 70, regardless of need.

**Wage increases "sufficient to guarantee American standards of living,"** were being sought by steel mill workers in the United States who went on strike in September, 1919. But wages were not the only issue in the struggle. The main issue appeared to be employer resistance to the unionizing of the steel mills, and the strike was the culmination of a campaign for a settlement of grievances by collective bargaining.

The average pay for all steel employees of all grades at that time amounted to \$5.38 a day. The lowest wage paid for unskilled labour was \$3.50, and the highest \$6 a day. The wages for skilled workers ranged from \$7 to \$36 a day. The strikers demanded also an eight-hour day with one day's rest in seven. Excessive wartime demands on the steel industry had restored the seven-day week.

A national committee, representing 24 affiliated steel workers' organizations, had convened in the summer. Its chairman was John Fitzpatrick, and its secretary, William Z. Foster. Committee representatives had repeatedly tried to get an appointment with E. H. Gary, President of the United States Steel Corporation, who had apparently ignored a personal letter from American Federation of Labour President Samuel Gompers. Mr. Gary wrote to the National Committee on August 28 stating the reasons for refusing to deal with labour unions and asserting that the corporation did not object to labour unions as such, but that it did not wish to negotiate with them because it would indicate the closing of the shops against non-union labour.

President Wilson was called into the picture when national committee officials requested that he effect a meeting between union labour and Judge Gary. The President replied by telegram that he could not give a promise of an immediate conference with steel officials, and union officials called the strike. When the damage was totalled up, seven men had lost their lives and 173 had been injured in riots, street fights, and clashes between pickets, workmen and guards.



# The National Tripartite Conference

The National Tripartite Conference on Industrial Relations, held in Ottawa from October 26 to 29, was the main event in Canada's yearlong observance of the 50th Anniversary of the International Labour Organization. The meeting was attended by about 250 representatives of labour, management, and government, plus observers and members of the academic community. More complete coverage of the conference, the reports of the syndicates, and addresses of special speakers will be published in the January issue of The Labour Gazette.

Opening the conference, Labour Minister Bryce Mackasey said that all Canadians share a common objective—to realize “the maximum degree of employment, productivity, and prosperity. All objectives,” he said, “are within our reach, if we can collectively reduce to a minimum, the causes of labour unrest in this country.”

Comparing the international and Canadian scenes, Mr. Mackasey asked, “What is so basically different about these international problems and those that exist in Canada today? This country also needs labour standards, employees need to have the right to organize, we need good industrial relations, and we also must fight discrimination; and certainly more today than ever before in the past, we need to bridge the gap between the rich and the poor.”

Mr. Mackasey's concluding remarks dealt with the importance of the conference as an experiment in tripartite communications: “I believe that this conference will produce an encouraging result. I believe that it will convince the Canadian people that we who work in the field of industrial relations are sensitive to their needs; and I hope it will convince them that we are equal to our task.”

The need for more and better information and easy access to information was stressed by two speakers at the conference. Alan Flanders, a member of the new British Commission on Industrial Relations, said that during collective bargaining, one side will often attempt to strengthen its position by concealing information from the other. But co-operation, for mutual advantage, he said, “depends on both sides pooling information and being able to accept the opponent's information as reliable.”

Louis Armand, a leading industrialist from France, called for the use of computers and electronic data processing in setting up a pool of information. **Information, he said, is a continual process, and it should be disseminated in periods of calm, rather than in periods of crisis.** The chief executive who waits for a crisis or a strike to occur before informing his employees is not listened to; the workers conclude that what he is saying is mere propaganda, Mr. Armand said.

During a press conference after his address, Mr. Armand proposed the idea of allowing the families of workers to come into the plant one day a year to see the working conditions and the job the father or brother performs. He emphasized that there is a great distortion between how the individual sees his own job and how others see it.

On the subject of collective bargaining, Mr. Flanders discussed his thoughts under three different headings: its quantitative future, its qualitative future, and the future of third-party participation. He stated that the future growth of collective bargaining in the democracies seemed fairly well assured. But, he added, unions must secure the right to collective representation for all employees if the concept is to grow. As for the qualitative future of collective bargaining, the parties must look upon this area as a serious problem, he said.

**Third-party participation will increase, Mr. Flanders said. But the main question is: “What new forms will this participation take as its purposes extend beyond the earlier peace-keeping function of governments?”** He recommended increasing third-party involvement through inquiry, advice, and assistance.

U.S. economist John Kenneth Galbraith called for a system of wage and price restraints where strong unions bargain with strong employers in a strong market. Mr. Galbraith called this area the “industrial heartland” of the industrial system—the automobile, steel, non-ferrous metal, rubber, chemical, oil, petro-chemical, and large-scale, consumer-product industries.

Conflict in this part of the economy has been greatly reduced, he said, but the tension has been passed to other areas—mainly to the public employee, the pensioner, and, less so, to the white-collar worker in the private sector. “These persons all live under the inflationary pressures emanating from the heart of the system,” said Mr. Galbraith, and there is no easy solution to their problems. There is no easy way for them to cohabit with their employer and “then pass the cost along to the public.”

Consequently, Mr. Galbraith emphasized, there is a need for unions in the public sector, and a need for them to be able to make use of collective bargaining. **If public servants can't act on their own behalf, their compensation will fall ever further behind, and good manpower, skills and talent will not be attracted to these services. “Far better occasional teachers’ strikes than no teachers. Far better an occasional garbage collectors’ strike than no garbage collectors.”**

Mr. Galbraith condemned the faith of economists in fiscal and monetary policy. “The belief that macro-economic measures can reconcile high employment with price stability, a belief asserted against all the force of both experience and logic, will be counted without question the least forgivable error of the present generation of American economists, and Canadian economists, one might add.” And until there is agreement on some “mechanism of public price determination of wages and prices” in the strongest sector of the economy, the strongest parts of the economy will continue to export their tensions to the weakest.”

## Syndicate Reports

**More research by governments into the costs and impact of minimum standards was called for by a syndicate discussing labour standards.** The syndicate agreed also that when changes are made in standards, there should be consultation with labour and management, and sufficient time must be allowed for industry and workers to adapt to these adjustments.

In his report on Syndicate No. 1, chairman K.A. Pugh, Alberta Deputy Minister of Labour, commented on the co-operation he had experienced in the syndicate. If there can be continuous communication among labour, management, and government, he said, things will go well in the future. He reported that the area of greatest disagreement within the syndicate was over the impact of minimum standards on collective bargaining.

**Syndicate No. 2 also endorsed the continuous relationship between labour and management, but a number of the members drew attention to the distinction between a “continuous relationship through mutual consultative arrangements,” and a “continuous bargaining relationship.”**

Syndicate chairman T.M. Eberlee, Ontario Deputy Minister of Labour, said that “It was generally agreed that more attention should be given to the training of supervisors and shop stewards, and that problems of interpretation and enforcement (of collective agreements) might be reduced by the use of simpler language in contracts.”

On the question of the optimum length of collective agreements, the report said: “There was no consensus on this question, although strong doubts were expressed about the desirability of going beyond three years. At the same time, there did not appear to be support for the one-year agreement.”

Strongest argument arose over the report of Syndicate No. 3, chaired by Robert Sauvé, Quebec Deputy Minister of Labour. The syndicate was discussing labour-management relations and the public interest. Judge John Parker, Chairman of the B.C. Mediation Commission, and a member of the syndicate, said, “We agreed on nothing,” and he indicated that the syndicate had reached no consensus on anything. It was a good effort at a summary, he added, but the conference should not assume that the syndicate had arrived at any conclusion.

**Syndicate No. 4, which discussed the larger, international responsibility of labour and management, found many areas of agreement.** Its chairman, J.C. Langley, Assistant Under Secretary of State for External Affairs, said that he found in the syndicate a large unanimity of support for aid programs.

Both management and labour, the report said, “urged that their participation in aid projects would be facilitated by a more effective and continuous process of information dissemination, both on the problems themselves and the steps needed to meet them.” The syndicate urged also that the establishment of tripartite consultative arrangements, “perhaps in the form of a continuing committee, would facilitate their participation in those aspects of the Canadian International Development Agency’s voluntary agencies program that are of particular interest to labour and management, and would enhance the role they could play in the development of an informed and constructively critical public opinion about Canada’s aid programs.”



Is your chair comfortable? Do you ever go home with backache? Stiff legs? A headache? Is the light too bright? Is your room too hot? Too noisy? In recent years the science of ergonomics has evolved, aimed at solving just these kinds of problems (L.G., Aug. 1968, p. 478).

These questions may seem trivial when there is all that work in front of you. But just stop and think for a moment. Think how much more efficient things would be if the worker's surroundings and the equipment he uses were adapted to his needs. Yet all around you can see countless examples of how man is forced to adapt himself to do his job.

Look, for example, in any engineering workshop. Machine operators often have to go into the most unnatural contortions just to get at a vital part of a machine. Clearly such antics not only are a drain on efficiency

mon use in most parts of the world. In some countries, notably the United States, the same concept is often called "human engineering."

A more formal, short definition of ergonomics would be: "The application of the human biological sciences in conjunction with the engineering sciences to achieve the best mutual adjustment of man and his work, for the improvement of human efficiency and well-being." These objectives are by no means new. Some of the implements of the most primitive peoples, axe handles, for example, were consciously fashioned to provide a good grip. Even today, some of these early tools can stand close comparison with modern scientifically designed equipment.

After the industrial revolution got under way in Europe and individual craftsmanship was gradually superseded

# Ergonomics: Man and His Work

and quality, but they can be downright dangerous. In almost any plant, stories are told of operators reaching over a piece of equipment, getting tangled in machinery, and then not being able to push the stop button. Even the family motor car, in many cases, might be better designed. Far too often, for example, the driver cannot reach some of the controls when wearing a seat belt.

There is no standard definition of the science of ergonomics, but it can best be summed up in the phrase, "fitting the job to the worker." Its object is to reduce fatigue, ill health and injury, while making fuller use of man's physical and mental resources.

Ergonomics is a synthesis of various other sciences such as physiology, anthropometry, psychology and engineering. The word was coined from the Greek *ergon*, meaning work, and *nomos*, meaning law. It is in com-

by bulk production, most machines were designed with only one aim—output. The adverse effects on the health and safety of workers is part of history. As time went on, improvements were introduced that proved to be not only humane but also conducive to efficiency and productivity. But it was not until World War II provided the impetus for more scientifically based studies of human performance that the vast possibilities of what we now call ergonomics became evident. The word was first heard in 1949, with the formation in the United Kingdom of the Ergonomics Research Society.

Ergonomics can be applied to anything used by man—and, as the ergonomic designer should never forget—by woman. A bath, a bed, a bucket, a bicycle, a baton and a wheel chair are all within the orbit of the ergonomist. **Because of the demands of consumers, industrial designers in fact have been quick to add ergonomics to their skills. But more important is the need to employ**



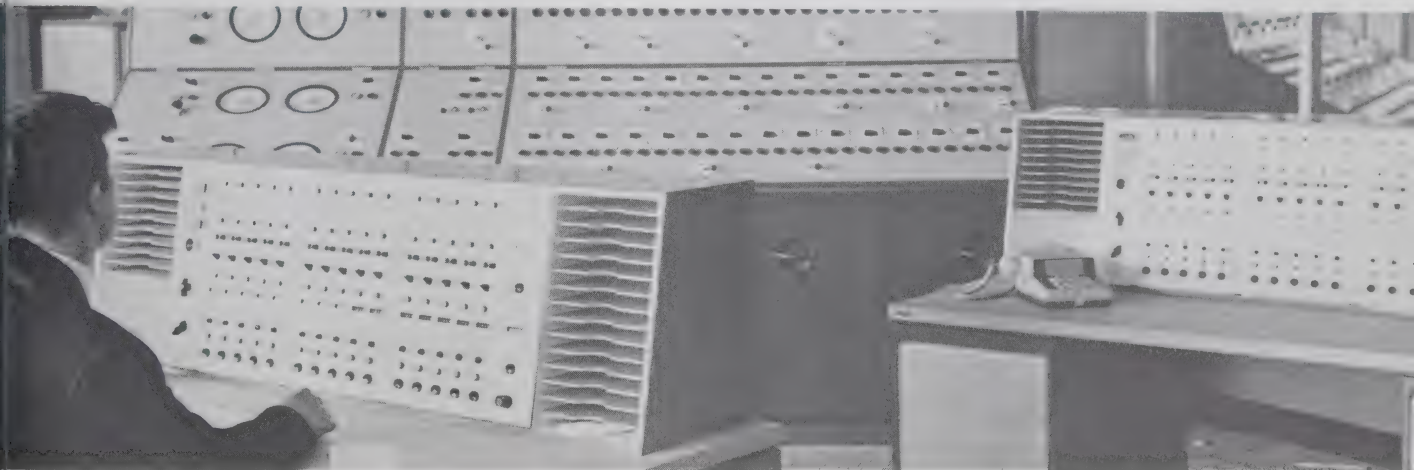
ergonomics in the work place. Machine tools, textile mills, locomotives, ships, trucks, tractors, office desks, supermarkets—all benefit from the application of ergonomics in their design and operation.

A classic example is the cockpit of the modern jet aircraft. The design and layout of dozens of instruments, switches and gauges, has to be such that the risk of pilot error is infinitesimal. In part, and not a small part, today's international traveller owes his safety to the work of experts in ergonomics.

Correct design and display of instruments, gauges and other indicators that have to be read quickly by the operator are among the best known uses of ergonomics in industry, and ones in which the results can be measured. For example, a firm of lathe manufacturers called in an ergonomics expert to advise on one of its machines.

Design of controls can be just as important as that of displays. Controls should be designed with the physical capabilities of the operator in mind. For example, heavy pressure, when required, is better transmitted through the operator's leg than his hand, which is less powerful. Where several controls are needed, careful grouping, colouring and shaping can be used to good effect.

Design of controls and displays is doubly important in a world in which processes are daily becoming more automated. But it should not be imagined that ergonomics is something merely added to machines. Some of the best examples of ergonomic design are the result of a complete rethinking of the concept of a piece of equipment. For example, until quite recently, crane control boxes, although they gave excellent forward visibility, frequently did not allow the operator to see what was going on directly underneath him. Sometimes this obliged him to take the serious risk of stepping outside



He redesigned the lathe's legend plate—a plate on which setting guides are shown—with surprising results. The volume of setting errors was reduced by a quarter; and the time required to set the machine by a fifth.

In such cases, the ergonomist's role is to analyse just what information the operator needs to know, and then to set it out in the most appropriate way. For precise readings, a dial may be essential, but for easy, quick check-readings, a simple set of figures may be more appropriate. Sometimes the answer may be completely different—a simple buzzer, or flashing lights. Or, it may be a complex representational display like those used in modern chemical plants or railway signal boxes.

his control box. Today, more and more manufacturers are bringing in designs that give him a clear view in all directions.

Another example is the diesel locomotive. Early designs followed the concept of the steam age, in which the driver had to lean out of the window to see where he was going. The modern equivalent not only allows him to see where he is going without getting out of his seat, it also puts carefully grouped controls and gauges at his fingertips.





Correct choice and design of ancillary equipment is also important. If, for instance, an operation can be carried out with less fatigue if the worker sits down, the design of the chair can be vital. It is not impossible that the wrong kind of seat will cause greater fatigue than if the operator were left standing.

Compare the typist's chair and an aircraft passenger seat. Both have to be used for long periods, yet they are radically different. The aircraft seat gives support for a large area of the body, can be reclined for relaxation, is made low for the comfort of adults and children alike; it is also designed to take up a minimum of space. The typist's chair, on the other hand, is designed for working. The seat height is arranged for comfort while sitting upright, and has a small backrest to give support where required. In other words, neither seat will, if it has been designed in accordance with ergonomic principles, induce unnecessary fatigue even after hours of use.

For years, tractor seats were designed in complete disregard of the driver's health and comfort. As recently as 1964, a series of investigations in the Federal Republic of Germany covering 220 young farmers, aged between 16 and 21 years, revealed that 50 per cent of them already had significant distortions of the spine. In Austria during 1962, 1963 and 1964, questionnaires on tractor equipment were distributed at all important agricultural fairs and exhibitions. An analysis of 22,000 replies indicated that 68 per cent of all the farm workers who responded complained of physical hardship caused by tractor seats.

Among the workers employed as tractor drivers, 73 per cent complained of back pains and 16 per cent of stomach pains. More than half the tractor drivers under 20 years of age complained of physical hardship, and most of these had already consulted doctors. The conclusions from this inquiry were confirmed by the selection board of the Austrian army that reported faulty posture and degenerative changes in the spine among farming youth.

Much research has gone into this question. It is not just the seat itself that is poorly designed. On most tractors, the distance between the steering wheel and the seat compels the driver to hold his body in a bent position, placing excessive strain on the vertebral discs. Thanks to ergonomic studies, the latest tractors in most countries are better designed, but tractors have a long life, and it will be years before this quite unnecessary cause of hardship and ill health can be completely eliminated.





The application of ergonomics extends beyond the immediate orbit of the man and his machine. It covers the whole working environment. Heat, humidity, light, noise, and atmospheric conditions can all impair health and detract from efficiency. Each of these is an important study in its own right, calling for specialized research within the wider field of ergonomics. Further attention to these subjects could prove invaluable in the developing countries, where extreme climatic conditions often add to working strains.

#### **Handicapped workers**

One specialized aspect of ergonomics is the design of work for the disabled. Generally, there are two ways of employing handicapped workers. One is to find them a job within their capabilities. In this way, years of experience may be lost by giving a previously skilled worker a comparatively menial task. The alternative is

the ergonomic approach of fitting the job to the worker, and it has been found that this can be done in the majority of cases. Solutions are often ingenious, but not always expensive. For instance, one drilling machine operator had an accident which severely reduced his arm movement. Normally this would have compelled him to take up a menial job, but an inexpensive system of levers was fitted to the machine, allowing him to resume his old job the day he returned. Similarly, it is usually quite a simple matter to adapt a foot-operated power press to hand operation for use by workers with leg disabilities.





None of this may seem very remarkable; indeed, it is largely a matter of common sense. But, because much of ergonomics seems simple, there may be a tendency to overlook it. Many other ergonomic problems are more complex, calling for the wide range of scientific disciplines which the fully expert ergonomist has at his command.

Equipment designed and produced today still tends to be steeped in tradition. The typewriter keyboard is a good example of how tradition was first followed, then abandoned with beneficial results. Originally, the typewriter keyboard followed the pattern of the type case used for the earliest form of printing. This was excellent for its original purpose of printing in Latin. Eventually, the modern keyboard was developed after study and experiment into the best arrangement of keys, so that those most frequently used are located under the typist's strongest fingers.

**But equipment still arranged in a traditional and inefficient way is still too often encountered. A typical modern capstan lathe, for example, has need of a most unusual**

**operator for optimum working. If it were possible to design such a creature, he would be 4 feet 6 inches tall, 2 feet across the shoulders and have an 8-foot arm span. To complete the impression of something from a horror movie, he would have eyes on stalks as well!**

It is the job of the ergonomist to design equipment to suit the "normal" dimensions of man, or woman. This is not as easy as it looks, because the "normal" worker does not mean the "average" worker. The latter is a purely hypothetical figure. In practice, machines will be used by a wide variety of workers—short, tall, slight, heavy, but all normal. The problem is to design equipment that can be operated efficiently by any person within the wide range likely to be called upon to use it. In most developing countries much work still has to be done on establishing data for the physical dimensions and capabilities of workers. Generally, it is impossible



to use data from developed countries. The statistical norm of the "standard worker" in industrialized societies is a man 30 years old, 5 feet 7 inches tall, weighing 154 pounds, enjoying good health, working in a temperate climate, and enjoying a balanced diet. Reports from developing countries usually point to health and physical conditions far different from these.

Investigations in India and Africa have shown that the normal height of workers in those countries is somewhat lower than in industrialized countries and the normal weight considerably lower, in some cases by as much as 20 per cent. Oxygen intake, governed by lung capacity, was found to be about 3 litres a minute in developed countries, whereas in the areas mentioned it is 2.5 litres. The world knows what effect shortage of oxygen can have on physical effort from the Mexico Olympics. All these differences, obviously, should be taken into account when planning the worker's task and designing his tools and equipment.

There is no doubt that the physique of workers in developing countries will improve with better nutrition and rising standards of health. One has only to compare an average inhabitant of the United States today with the average person of the same age and sex in the country where his family originated—be it Africa, Asia or Europe—to see that this is so. Meanwhile, we have to fit the job to the man who is likely to be called upon to do it, not to his son or grandson. **Even when everybody is well fed and healthy, there will be physical differences between peoples in different parts of the world for a long time to come. The ergonomist is not directly concerned with why this is so. His job is to measure the differences and draw the correct conclusions in terms of workers' conditions and efficiency.**

### Ergonomics and the ILO

The ILO's concern with ergonomics can be divided into two distinct areas: problems of industrialized societies and those of developing countries. The ILO's small ergonomics staff, working in the field of industrial health and safety, is still very much concerned with the problems in industrialized countries. It has been estimated that upwards of 50 per cent of the workshops in the world's most advanced countries can be described as "poor" or worse. The safety and health aspects of automation also come within this field. A number of reports have brought out cases of tension created by the remoteness of the worker from the process he is controlling, for example. This is a situation where it is the psychological conditions of work that call for more study.



**In the developing countries a good deal of groundwork will have to be done before ergonomics can make its full contribution. In response to requests from various governments the ILO has sent experts on several missions, usually to deal with specific problems such as**



**labour conditions in mines, steelworks, textiles or urban transport.** In most cases, the experts quickly realize the need to broaden the scope of their work, which they find cannot be separated from other aspects of the problem—psychological, nutritional, hygienic, for example. This is the true ergonomic approach. In some cases, experts have themselves been learning about the role of ergonomics in developing countries. From this and other sources, the ILO is, in fact, now compiling a handbook for its experts.

Before leaving on a mission, experts are briefed in applied ergonomics at ILO headquarters in Geneva. When they arrive in the field, they generally have to start very near scratch. Certain developing countries, notably India, possess scientific personnel and are able to carry out research for themselves. Most are not so fortunate. The ILO expert thus has to perform two functions. One is to study and help resolve ergonomic problems; the other is to train local personnel needed for these tasks.

In recent years the ILO has convened major meetings of international experts in ergonomics. The first of these was in Prague in September 1967, when the subject studied was "Ergonomics applied to the design of machinery." This was followed by a second conference in Rome in September 1968 on "Ergonomics and Factors in the environment." In 1969, jointly with the Food and Agriculture Organization of the United Nations (FAO) and the Economic Commission for Europe, a conference will be held on "Ergonomics in the Timber Industry." The object of these meetings is to extend the application of ergonomics by examining in detail concrete questions in various areas.

In its work in this field the ILO is often associated closely with the World Health Organization (W.H.O.), whose basic objective is the raising of health standards, coupled with higher standards of living. Clearly ergonomics can make a very valuable contribution to these aims, for example in dealing with problems such as fatigue, which is most troublesome in countries with nutritional problems. The W.H.O. also advises on the use of ergonomics in the prevention of occupational diseases.



Two current examples of W.H.O. research into specific ergonomic problems are a study of man's capacity to work at high altitudes, and an investigation into man's ability to resist heat stress in hot climates. Ergonomics also figures in W.H.O. assistance in setting up health research institutions.

Finally, it must be emphasized again that one of the main barriers to the application of ergonomics in developing countries is that data are not available to apply its principles. To overcome this difficulty, W.H.O. is currently co-ordinating a worldwide series of studies of different ethnic groups. When these have been completed, a scientific attempt will at least be possible to fit the job to the worker in countries where, too often, he is asked to cope with equipment and with methods and schedules devised for some other man in some other corner of the world.

# The Concern for Safety

There must be increased co-operation between labour, management, and government if the high rate of industrial accidents, disease, and death is to be reduced in the future, Joseph Morris, Executive Vice-President of the CLC told the CLC's 6th Biennial Conference on Health and Safety in Montreal. The conference, held in September, attracted more than 200 unionists from Canada and the United States.

The delegates were welcomed by Louis Laberge, President of the Quebec Federation of Labour, by Quebec Deputy Labour Minister Robert Sauvé, and by Mr. Morris, who acted as conference chairman. Mr. Sauvé announced the creation in Quebec of a new commission for the prevention of industrial accidents and sicknesses. Legislation enacting the commission will be presented at the present session of the Quebec National Assembly.

"The fact of the matter is that the toll in death, in broken bodies and impaired health from industrial accidents and disease is still shockingly high," Mr. Morris said. **"And yet, despite this heavy toll ... there is not the evidence of a universal concern for health and safety there should be.** The day-to-day incidents of industrial accident and disease seem to be taken for granted by the public as a whole and by many in government, management and organized labour who should be the ones to take intelligent and effective action."

To solve the problem, Mr. Morris proposed a stepped-up creation of job safety committees in CLC federations, councils, unions and locals, the latter in co-operation

with management, as well as increased teamwork by government, labour, and management. He said that in many cases the relationship between management and labour leaves something to be desired, each approaching the problem with a fixed position. "This does not open the door wide enough for the kind of joint approach that is the essential forerunner to constructive action," he said.

Joseph Morris







Government's role in the program consists in establishing proper safety laws and regulations; management's responsibility is the provision of a proper and safe working environment; and labour's duty is its active and total involvement in the safety of the workers, Mr. Morris said.

He pointed out some of the duties of the joint labour management safety committees. They must: ensure that all safe working conditions are observed in the operation; operate efficiently and democratically; have a sufficient number of meetings and keep in touch with the workers; make sure that the operation and equipment are inspected regularly, and report all accident hazards to management; report all accidents, whether there has been an injury or not; explain the causes of all accidents to employees and management in order to prevent recurrences; regularly inspect first aid equipment, and ensure that trained first aid men are readily available; promote safety and first aid training for committee members and workers; and participate in advertising safety, and sell the safety program to the workers through the union meetings.

### Industrial Fatigue

**"Industrial fatigue today tends to be less and less centred in the muscle cells, much of it being in the cells of the brain,"** Dr. Frank Brent of the Aluminum Co. of Canada told the conference. And the white-collar worker will experience as much industrial fatigue as will many manual workers. Fatigue can affect the senses of hearing, taste, touch, sight and smell, as well as all the action mechanisms either physical or mental, he said.

"For a job to be a proper job requires that it be designed with care so that it has elements of challenge consistent with the needs of a responsible adult. This will require the co-operation of engineers, psychologists, ergonomists, management and men." And the continued efforts of engineers, industrial hygienists, safety experts, psychologists, and sociologists and health experts will be needed to create a good environment, Dr. Brent said.

Maintaining and assuring the physical, mental, and emotional fitness of workers requires the work of the health team. Assuring that workers are well trained requires the efforts of the training team—instructors, psychologists, and communications experts. "Industry benefits when work and the work environment are designed to prevent unnecessary fatigue and thereby prolong the feelings of energy and enthusiasm," Dr. Brent concluded.

Speaking on environmental diseases, their causes and prevention, Dr. Ernest Mastromatteo, Director of the Environmental Health Service Branch, Ontario Department of Health, pointed out that **although the chance of an occupational disease is very small, "this is of no great comfort to those who suffer from it and of even less comfort to those who may ultimately die."** Employers and workers must therefore be aware of the dangers they may be exposed to and take all preventive measures in order to minimize such dangers, he said. Such preventive measures include all efforts to reduce the dissemination of dust, fumes, gas or vapour to a minimum.

Dr. Mastromatteo suggested a number of general control measures to be used: substitution of a non-poisonous material for a poisonous one; the right choice of handling methods for dangerous materials, in order to reduce exposure to workers; adequate ventilation; separation of processes using dangerous materials from the general operations of the plant; the use of personal protective equipment such as respirators, special clothing, gloves, goggles, or protective cream; personal cleanliness, including, in some cases, a double locker system—one for street clothes and one for work clothes; plant cleanliness; proper medical supervision including a pre-employment examination and regular checkups for all workers exposed to toxic materials; educating workers regarding possible dangers, proper safeguards and handling, and ensuring that the preventive measures are adopted; sampling of air for dusts, fumes, gases, and vapors and, in some cases, a continuous monitoring system with alarm devices; and periodic inspections and industrial hygiene surveys.

An eight-point hearing conservation program designed to prevent industrial deafness was called for at the conference, by Dr. Stanley Forshaw of the Defence Research Board, Department of National Defence. He said that a person aged 55 has twice the chance of suffering from deafness if he has been working in noisy surroundings than if his job is in a quiet place. To combat this serious problem of noise pollution, he outlined a program that would fill these eight basic requirements: the aim of the program must be clearly understood and concisely presented to gain the support of both management and workers; damage risk criteria must be adopted to protect people exposed to noise; all noise hazard areas should be identified and designated as such and noise abatement procedures should be undertaken to reduce or eliminate noise at its source; pre-employment and on-

the-job medical examinations should be conducted to detect the onset of permanent hearing loss; hearing protection devices should be provided to all persons working in noisy surroundings; a continuing education program should be undertaken to acquaint people with the danger of noise and the correct use of protective equipment; and the results of the program should be reviewed periodically.

### Safety Workshops

The safety workshops brought in a number of recommendations, including resolutions that: urge provincial governments to implement the use of reflectorized license plates on motor vehicles as a means of decreasing highway accidents and fatalities; ask for the setting up, by the CLC, of a joint conference of medical associations, industry, government and labour representatives to discuss guidelines covering the problem of employers requiring injured workmen to perform "so-called light duties," **ask that pressure be put on governments to "drastically reduce" the dangers of air, water and soil pollution; recommend the setting up of compulsory training programs by provincial governments for new miners; call for active union participation in the proceedings of coroners' inquests following mine fatalities, and enforcement of their findings; and recommend the setting up of joint union-management safety committees to "look after the laying-down of safety rules and regulations," and the publication of such regulations in the languages the workers understand best.**





# A Time to Speak And a Time to Act

**"If we really believe in equal opportunity in employment for all Canadians regardless of race, colour, religion or national origin, then let us say so in terms that have practical and realistic application,"** Labour Minister Bryce Mackasey told administrators of human rights legislation in September. Delegates had converged on Ottawa from all parts of Canada for a two-day conference on the 18th and 19th. The following is an abridgment of the Minister's address.

When I was invited to address this conference, I wondered what I could possibly say to a group of experienced and dedicated provincial and federal administrators of human rights legislation that they had not heard many times before, and they themselves had not said publicly on many occasions. I wondered out loud in the presence of your conference chairman—George Blackburn, my Director of Fair Employment Practices—who was extending your invitation to me. His reply was, I think, significant. **He pointed out that, although the things I might say had been said before by minority group leaders and human rights administrators at many meetings in all parts of Canada, they had yet to be said by a Minister of the Crown at the national level of Government, and that the time had come when they should be said.**

The argument, I finally concluded, was irrefutable. And the more I thought about it, the more it became obvious that here was an idea which, if extended to leaders from all levels of society, could be of the greatest significance

to the future development of equal opportunity and sound human relations in Canada. If leaders at the federal, provincial and municipal level, leaders of management organizations and unions, both national and local, leaders of community organizations of all kinds, from presidents of service clubs to chairmen of school boards—if all leadership people in Canada were to start speaking out, saying what needs to be said, instead of leaving it all to the minority groups and a few dedicated human rights administrators, the result could mean a tremendous new surge of positive action.

**This then is my appeal. If we really believe in equal opportunity in employment for all Canadians regardless of race, colour, religion or national origin, then let us say so in terms that have practical and realistic application.** Let us follow the reasoning of those who are actively confronting the problem daily, and who obviously know what they are talking about—the human rights officers.

It is clear that their major concern is with the promotion of affirmative action by all who are in a position to open up the employment horizon for seriously disadvantaged minorities. They recognize that generations of rejection and permanent poverty have had such a crush-

ing effect that only the exceptional few have had the stamina to seek out and compete for training and employment opportunities without special encouragement and assistance.

If anyone still believes that patterns of rejection do not exist in Canada, a few statistics should dispel any doubts. According to the Hawthorne Commission report, the average yearly earnings of an Indian worker are less than \$1,400, compared with an average of \$4,000 for Canadian workers. A Halifax study published in 1962 revealed a mean annual income for black workers of about \$2,000, and there are black people in other communities in Nova Scotia who are worse off than those in Halifax.

The federal Government and each of the provinces have laws prohibiting discrimination. But anti-discrimination laws are not enough, if only because members of seriously disadvantaged groups may be unwilling or spiritually unable to invoke them. **I seriously believe that some people have been the victims of discrimination for so long that they have become used to injustice, perhaps even comfortable with it.** Those people who for generations have been seriously disadvantaged will never know full equality of opportunity without special affirmative action by employers, unions, governments, and responsible and thinking individuals who really want to do something constructive.

And what do human rights officers mean by "affirmative action?" They mean any action aimed at breaking historic patterns of rejection in employment, training and career development based on race, colour, religion or national origin, whether or not these patterns result from cold-blooded, calculated policy or merely from thoughtlessness and apathy.

Promotion of affirmative action makes a lot of sense. Most people can honestly maintain they don't discriminate, simply because most people don't get the opportunity to discriminate. But in the promotion of affirmative action, no one can hide. **Affirmative action**

would demand that employers, employment supervisors, trade union executive officers, service club executives and a great variety of decision-making people introduce a policy designed to ensure that members of disadvantaged minorities are made aware of employment opportunities and encouraged to make use of them. Employers and unions would convince the disadvantaged that the jobs are there for them, that they could get the training they need, and most important, that once at work they would not suffer harassment or discrimination, and that they would have the same opportunities for advancement as other workers. This is only simple justice. If it has been achieved only rarely in Canada up to now, it must be because few of us have realized that what we have done to our minorities over generations cannot be undone without special understanding and special effort.





Do we understand the social and psychological gap that faces an Indian youth moving from an isolated area to a complex and sophisticated urban centre? Do we understand that such a gap could frighten young people away from training and jobs? **Observe the business that operates in an area where there are many Indians or Negroes, yet does not have a single Indian or black person on its payroll; the trade union that has taken no special steps to bring members of disadvantaged minorities into its membership. Can these organizations any longer get away with the contention that they are meeting their social responsibilities?** What have they ever done to make it clear to the minority community that they want them to apply? Have they ever spoken to the minority organizations? Have they ever co-operated with the schools their children attend to encourage them to finish their schooling, in the knowledge that training and jobs and places in the union movement will reward their efforts? Discernible patterns of discrimination on racial grounds exist in only a few Canadian communities. Where it exists, discrimination in Canada is generally subtle, generally practised with more politeness than in other parts of the world. For the most part, it appears to result more from public apathy and unawareness of the problems of minority groups than from rigid racism or bigotry.

These features do not excuse the problem, however. They do not mean that rejection and exclusion have been any less damaging, or are any less irritating and frustrating to minority groups. **In fact their rising protests and their growing militancy spring more from rage at the apathy and indifference of society in general than from any single condition of studied discrimination.**

Minority group leaders and human rights administrators tell us we must understand the growing impatience of those disadvantaged by race and colour. The rising expectations of socially disadvantaged people on this continent and abroad have had, are having, and will continue to have, a profound effect on the attitudes of our own disadvantaged people—not only those who have been here for generations, but those who have recently arrived, and those who will be coming here in the next few years.

**Canadian leaders and decision makers must realize that if they don't listen to the moderate but militant leaders of today, and start doing something meaningful to support their credibility, they will be faced by radicals who will have no hesitation about going into the streets and using imported technique and rhetoric.** We have been warned by priests, ministers, university professors and others who live close to the minorities that we haven't much time, and that if we fail, minority groups are going to import perspectives and solutions from outside the country.

**I associate myself with the moderate but militant minority group leadership in appealing for positive and immediate action by employers, unions, and governments at all levels, to open doors that have been too long shut.** I associate myself with the impatient youth who say, "We're not going to be put off with promises as our fathers were. We want jobs and training now."

I am pleased that our Fair Employment Practices Branch is in close contact with provincial agencies and is co-operating in many community oriented developments. **I have requested a complete review of our legislation, and recommendations are now being prepared for its overhaul.** I want to make it as effective and broad as necessary to firmly underpin our program of human rights in employment.

Mr. Blackburn and his tiny staff have been doing a tremendous job, but they must have more staff and money to organize an effective program. And to this end, I am pledging the time and resources of my Department, and I will see that an adequate and proportionate amount of funds are directed to this vital and urgent program.

# The New Move To End U.S. Poverty

**"The present welfare system has failed us," President Nixon said in a message to the United States Congress in August announcing a new welfare policy. "It has fostered family breakup, provided very little help in many States, and has even deepened dependency by all too often making it more attractive to go on welfare than to go to work. I propose a new approach that will make it more attractive to go to work than to go on welfare, and will establish a nation-wide minimum payment to dependent families with children."**

The following proposals make up the President's seven-pronged attack on poverty:

The federal Government would provide a basic income for those families who cannot care for themselves. Dependent families would receive the first \$60 they earn, with no deduction from their benefits. The income of the "working poor" would be supplemented, to encourage their working and to eliminate the chance of making more from welfare than from wages. Demeaning and costly investigations would be replaced by simplified reviews and spot checks; payments would be made upon certification of income, and without the stipulation that the household be without a father. Employable persons who choose to accept these payments would be required to register for work or job training, and be required to accept either of the two alternatives. A major expansion of job training and day care facilities that would encourage current welfare recipients to work. Uniform federal payment minimums would be provided for the aged, the blind, and the disabled.

**More specifically, the President's plan would provide a basic national minimum payment for the typical welfare family—a mother with dependent children and no outside income. A mother with three small children would be assured of an annual income of at least \$1,600.**

The same basic benefits would be received for the family headed by an employed father or working mother, but \$60 a month of earnings would be disregarded in order to make up the costs of working, and to provide an incentive for holding a job. The wage earner could also keep 50 per cent of his benefits as his earnings rose above \$60 a month. The new system would establish a minimum payment of \$65 a month for the aged, the blind, and the disabled, with the federal Government contributing the first \$50, and sharing in payments above that amount.

Single adults who are not handicapped or aged, or married couples without children, would not benefit by the new system. Food stamps up to \$300 a year per person would continue to be made available. The new approach, President Nixon said, "would end the blatant unfairness of the welfare system," and create a much stronger incentive to work. For people now on welfare, he said, the present system discourages the move from welfare to work by cutting benefits too fast and too much as earnings begin. The new system would encourage work by allowing the new worker to retain the first \$720 of his yearly earnings.

**"The bridge from welfare to work would be buttressed by training and child care programs," the President continued. "I am requesting authority, as a part of the new system, to provide child care for the 450,000 children of the 150,000 current welfare recipients to be trained."**

The President said he was aware that even with strong incentives and training opportunities, some people would fail to seek or accept work. "It would not be fair to those who willingly work, or to all taxpayers, to allow others to choose idleness when opportunity is available," he said. "They must accept training opportunities and jobs when offered, or give up their right to the new payments for themselves. No able-bodied person will have a 'free ride' in a nation that provides opportunity for training and work."



# It Just Won't Work Mr. Wilson

By Alan Carmel

The incomes policy advocated by W. Elliott Wilson in "Putting a Lid On the Wage-Price Spiral" (L. G., Sept., p. 514) simply will not work. Mr. Wilson's central thesis is that "labour, as a national entity, presents to management, as a national entity, the challenge that, if retail prices on all goods and services are reduced by a stated percentage, labour will make no wage or benefit demands for that year." There are seven points I would like to make.

**First, Mr. Wilson's proposal is based on the assumption that there is a central spokesman for labour and one for management, and that each spokesman has the authority to commit his constituents to a particular policy, and the ability to compel those constituents to carry out that policy.** In reality, there are no such spokesmen in Canada. Indeed, both labour and management are collections of many units or subgroups, each with its own diverse interests.

Anyone who has had experience in multi-employer or multi-union bargaining can testify that often the biggest obstacle is to get all of the employers or all of the unions to agree to a common position so that meaningful negotiations between the two parties can take place. If it is so difficult to get a consensus when the groups have at least some common interests—attested to by their willingness to enter into joint negotiations, then to seek a meaningful consensus among such diverse groups with such conflicting interests is asking the impossible.

Advocates of an incomes policy of any type will often point to Sweden as the example par excellence of how it will work. Leaving aside the fact that the Swedish experience has been far from successful in many ways,

the example is certainly not relevant to a discussion of the Canadian economy. The institutional structure of Sweden is quite different from that of Canada. Sweden does have central groups, one for management and one for labour, that can negotiate and reach binding agreements; and these central groups have the authority to compel their constituents to follow the agreements. Changing our Canadian institutions to resemble those of Sweden will not be possible in the foreseeable future in the light of the value judgments of most Canadians. The existing institutions would exert all of their considerable power to prevent their own destruction, thereby bringing about a period of long and bitter conflict and disruption. Indeed, the death of a civilization has often been the result of a disease that George Taylor, the eminent American arbitrator and labour relations expert, has so aptly named "the institutional hardening of our arteries."

**My second objection to Mr. Wilson's proposal is that it is diametrically opposed to the institutional needs of unions.** Unions must make sufficient gains to justify themselves and their operational costs in the eyes of members and prospective members. The primary justification that unions recognize is potentially higher wages and benefits. This is based on the fact that workers—as are most people—are heavily influenced by money illusions; that is, they look at the number of dollars and usually pay little attention to the real purchasing power involved. The basic concept that constant money incomes and declining prices will provide rising real purchasing power has a long and respectable academic history. I have often discussed the desirable aspects of the concept in my lectures; I am always

careful to make quite clear, however, that such a policy is not viable in the present institutional environment. When one leaves the quiet halls of academe for the hustle and bustle of the marketplace and the voting booth, one must be sure to stress practicality and reality rather than desirability.

**Third, it is highly unreasonable to ask individual unions and employers to voluntarily adhere to a policy that is, in many cases, contrary to their own interests.** Many unions and employers have found that their incomes are rising faster than prices in the present inflationary environment, so that they end up with an increase in their real purchasing power. But, granted that these real gains came at the expense of losses in real purchasing power suffered by others, and that the economy as a whole would be far better off without continual inflation, I see no reason to expect the unions and employers in question to voluntarily forego the benefits of their privileged positions. In fact, there has been a long history of attempts in many countries to achieve such voluntary adherence and self-denial, and the almost universal experience has been complete failure. The one way to gain compliance with such a policy has been by compulsion—the force of law—and even when force was tried, the results were far from successful.

**Fourth, Mr. Wilson is overlooking the real cause of inflation and is concentrating solely on the symptoms.** He is acting like the doctor who prescribes aspirins to lower a patient's high fever but neglects to investigate the cause behind the symptom. The real cause of inflation is the monetary and fiscal policies of the Government.

In deference to those economists who are at present heatedly debating the question of whether the cause is monetary or fiscal policy or both together, I will generalize in the hope of not offending any of the eminent advocates of the competing views. These policies create inflation, and they also generate those forces that lead unions and employers to behave as they do. The parties are merely responding to the environment created by the Government, not creating the environment. I might add parenthetically that, in my view, it is the Government's commitment to full employment at any cost, because of political decisions, that has caused the Government to consistently follow inflationary policies in recent times.

**Fifth, the proposal suggests that boards be set up with the authority to provide exemptions under certain conditions—namely, when the wages or prices are lower or higher than the prevailing rates for the same or comparable localities, industries, products or jobs.** To adminis-

ter such a mandate is to attempt to effectuate the impossible. By their very nature, these questions cannot be answered exactly. The rationale of collective bargaining is precisely that, because no single, exact answer exists, the only meaningful answer is the one found to be mutually acceptable to parties affected. Everyone believes that he is insufficiently rewarded for his efforts, and consequently concludes that he is a justifiable exception, deserving of more. The result can only be either arbitrary decisions imposed by force, or widespread chaos.

**Sixth, the extension of Mr. Wilson's proposal to the Government, the largest single unit in today's economy, presents a problem of some importance.** The various governments would not, I am sure, object to the idea that their employees' incomes remain constant. Would they, however, agree to reduce taxes every year by the same percentage as all other retail prices? My own view is that they would not agree to bind themselves to any such restriction.

**Seventh, Mr. Wilson's proposal will introduce a great deal of rigidity into the economy at a time when it is experiencing massive change and needs the maximum possible flexibility.** As I pointed out before, the administrators of such a plan would, of necessity, most likely turn to a very strict interpretation with minimal deviation. This would perpetuate the present relative wages and prices. Changing relative wages and prices are needed, however, to adjust to continually changing circumstances, and to guide the re-allocation of resources into their most desirable uses. This is the same criticism often made of any incomes policy—that it introduces administrative rigidity when the need is for increased flexibility.

Alan Carmel is an Assistant Professor with the Department of Economics at the University of Manitoba. He was educated at John Hopkins University and the University of Pennsylvania. He is now a Ph.D. candidate, and before coming to Manitoba, he was an instructor in industry at the University of Pennsylvania.

(The opinions expressed by the author of this article are not necessarily those of the Canada Department of Labour.—Ed.)



## Housewives: Missing Link In the GNP Chain

**"Housewives . . . should place a value on themselves and should insist on a value being placed on the unpaid domestic services that they provide," Sylva Gelber, Director of the Women's Bureau, Canada Department of Labour, told a meeting of the Engineers' Wives Association in Ottawa in September. Miss Gelber made the following comments on unpaid domestic services and the Gross National Product:**

Since the early days of measuring the value of all goods and services in terms of money, the value of the domestic services rendered by housewives has been considered by economists and statisticians to be nil. What this means, in fact, is that although a paid housekeeper's services are given a dollar value that is reflected in the national dividend, precisely the same services when performed without a wage by a housewife cease to be reflected in the national product.

This paradoxical state of affairs was the subject of a famous example by a British economist, A. C. Pigou, a professor of political economy at Cambridge, frequently quoted by other economists as a classic to illustrate the predicament. "If a number of bachelors who were employing housekeepers in the customary manner of exchanging services for money decided to marry these housekeepers, then the national dividend would be diminished." In other words, the services continued, but the value disappeared! Another example of more recent vintage is the situation in which housewives cook each other's meals and receive payment for their efforts, thus increasing tremendously the Gross National Product.

This problem of including in the national product the value of unpaid domestic services has been studied by economists for years. The classical and accepted approach was clearly expressed by another professor of political economy at Cambridge, Prof. A. Marshall, who said that the value of services that people render to themselves and their families should be excluded from the GNP.

But housework services were not the only ones to which this noted economist referred. There were others of a similar nature relating to non-market items. At a later date, however, it was agreed that concessions would have to be made, for while the measuring rod of money was not literally applicable, the value of the production could not be overlooked. Concessions were made, for example, in the case of agricultural earners who, having produced agricultural products, consumed these at home without putting them on the market. Similar exceptions applied to owners of real estate who themselves occupied some of their own lodgings.

In these cases, the economists conceded that it was possible to impute to the services a dollar value for purposes of the national product. In fact, the Canadian GNP today does include such services, although some of the output is not actually sold. Clearly, the original principle of totally excluding the value of services that people render to themselves has not been adhered to in all circumstances, but it continues to be adhered to with regard to the domestic services of housewives.

An estimate of an imputed value of the domestic work of housewives in 1929 was made for the United States by another noted economist, Prof. S. Kuznets. Assuming a rough dollar equivalent for these services, he placed the value at 23 billion dollars, or somewhat more than one quarter of the whole national income of the U.S.A. in that year. He pointed out the problems inherent in calculating the productive activities of housewives in the same manner as other economic processes, but he believed that they should be considered in any attempt to indicate the net product of the social system.



Quite recently a British economist, Colin Clark, estimated that the value of unpaid household services in industrialized societies amounted to 44 per cent of the national product on the basis of production for the market. If this economist's estimate is valid, then the value of these services in this country in 1968, when the GNP reached \$67.4 billion, might have been in the neighbourhood of \$27 billion.

He outlined a method in 1958 by which a value might be imputed to housework. He pointed out that because of better household equipment, efficiency in household services had been increased and productivity had greatly improved. The same services were now being provided by fewer housewives, as increasing numbers of women were taking up paid employment. In spite of all these factors and the magnitude of the unpaid services provided, he noted that still "the very existence of this tremendous amount of work is ignored both by the general public and by traditional economists."

The reasons underlying the exclusion of unpaid domestic service deserve consideration in view of the admitted problems that must be overcome in order to make meaningful their inclusion in the calculation of the value of all services. The main difficulty appears to be the problem of measuring volume of production. There are difficulties relating to the conditions under which such services are carried out, as well as a recognition of the factors that affect the amount of income represented by them.

The precise extent of unpaid domestic services in Canada is not known, nor has there been an effort made to formulate a reasoned estimate. Where calculations have been devised, however, they have indicated that the value of unpaid domestic services, when made on the basis of production for the market, represents a substantial percentage of national income. **It is likely that if such an estimate were to be made on the basis of a purely arbitrary figure, even lower than that of comparable market value, it would also represent a significant percentage of the national income.**

It is interesting to note that most of those economists who themselves devised estimates relating to the value of unpaid domestic services, favoured the exclusion from the reckoning of these services because of practical obstacles. Yet it is difficult to understand why, in this day and age, when statistical tools hitherto unknown are available, it has not been found possible to overcome the admitted problems inherent in finding a solution. Scientists and technologists do not usually set aside a problem merely on the grounds of practicable difficulty. Methods are devised that even make possible a walk on the moon. Social scientists should be equally capable of coping with obstacles.

Perhaps the time has come when those who provide the services should bring pressure to bear on the social scientists to ensure that the bona fide services, unpaid though they be, should no longer be set aside as valueless in dollar terms. **Housewives who provide this service have too long remained the "silent servicers." They should place a value on themselves and should insist on a value being placed on the unpaid domestic services that they provide.** In so doing, they will acquire from society a new attitude toward their services and at the same time make meaningful the measure of all services reflected in the national accounting.



# Organizing Public Employees

An expansion program and a doubling of its strike fund were major decisions taken by the Canadian Union of Public Employees at its fourth Biennial Convention, held in Toronto in September. The convention drew some 650 delegates representing 130,000 municipal, school board, hydro, university, hospital, CBC, and other public employees from across Canada.

The expansion plan, called Action 69-71, will expand the union's research and job evaluation services, put more staff representatives into the field to assist locals in contract negotiations and processing grievances, and will include organizing campaigns to bring more public employees into the union. In order to accomplish these and other purposes, and to pay off the \$110,000 debt that CUPE has built up during the last two years, members' dues will go up from \$1.60 a month to \$2.50. This increase will be implemented in two equal stages of 45 cents in March 1970 and January 1971. As well, three \$1 assessments will be paid in December, January and February. The program adopted was a modified version of one proposed by the CUPE National Executive Board.

Among the more than 200 resolutions put before the delegates, the convention passed resolutions: asking the incoming executive board to **open discussions with the Public Service Alliance of Canada with a view to creating one union for all public service employees**; urging more participation by women and young people by setting up a special committee to stimulate women members to a more active participation in the labour movement, and a Youth in Public Employment Committee to call a national conference of CUPE's younger members and determine why half the young membership is absent from leadership positions in CUPE; and

calling for close co-operation between CUPE and the Canadian Union of Students to work toward elimination of economic, social, and cultural barriers to education; winning a greater voice for students and workers in the running of universities; and recommending that university employees become unionized.

Greater support of the New Democratic Party by public employees was called for by CUPE President Stanley Little. In his opening address to the CUPE biennial convention he said that the past experience of "rewarding your friends and punishing your enemies, whatever their political affiliations, has proved to be ineffective. He said that CUPE should begin supporting the NDP organizationally and financially as well as morally. In the past, Mr. Little said, CUPE has played down its political role "because we did not want to create division."

Mr. Little criticized government officials who call for ceilings on wage increases. **"I would like to see some of the people who talk about percentage guidelines trying to live on the salaries of many of the hospital workers represented by delegates at this convention,"** he said.

Mr. Little also called on CUPE to use its power to improve the lot of people who are not necessarily CUPE members. "Our challenge is to be a union that will use its might, its muscle and its manpower to help the outsiders and outcasts in our society. We cannot be content to continue just to protect our own members."

and increase their standard of living while there are so many social problems unresolved. The plight of our Indians and Eskimos, of our rural poor, of our urban slums, of our underdeveloped areas, and poverty among the aged—these are things that must be of concern to any union worthy of the name.”

Mr. Little called on CUPE to work toward creation of one union for all public employees; elimination of legislation that prevents full collective bargaining for public employees; more involvement in CUPE by its younger members; and a greater sense of solidarity among public employees regardless of what part of the country they live in or what type of work they do.

“Members in a specific local will rally to the cause when their contract improvements depend on solidarity, or when their local is in difficulty,” said Mr. Little. “What we need to create is the realization that the problems of the public employee in Newfoundland affect those in British Columbia, that the problem of the hospital worker is also the problem of the hydro worker.”

Stanley Little



Grace Hartman

On the need to involve more of CUPE’s younger members in the union, Mr. Little said: “As leaders in CUPE, we must make a conscious effort to take into account the needs, aspirations, and outlook of our younger members whose personalities were not formed by the same tragic incidents—World War II and the Depression—that many of us were forced to endure.”

The convention re-elected Stanley Little, Ottawa, national President and Grace Hartman, Ottawa, Secretary Treasurer. The five general vice-presidents elected were: Kealey Cummings, Toronto; Mrs. Shirley Carr, Niagara Falls; H. Greene, North Vancouver; Roger Lampron, Montreal; and L. Jacobson, Regina. The convention also elected 10 regional vice-presidents: J. Crosby, Glace Bay, N.S.; G. H. Newell, Saint John, N.B.; Guy Beaudry, Repentigny, Que.; E. P. Huggett, Toronto; R. Bradshaw, Hamilton; C. Dungey, Sault Ste. Marie; E. Phillips, Winnipeg; C. Renwick, Moose Jaw, Sask.; L. W. Hewson, Red Deer, Alta.; and Maurice Loyer, Nanaimo, B.C.



# Labour Legislation In 1968-69

## Part I: Labour Standards

Besides amending some of its existing labour laws and enacting a new Elevators Act, the Newfoundland Legislature has passed a number of new laws in the labour standards field: annual vacations legislation, an Act providing for a weekly rest day, and a comprehensive human rights code that includes provisions requiring equal pay for equal work. In addition, Newfoundland became the fifth province, after Manitoba, Saskatchewan, Nova Scotia and Québec, to require notice of termination of employment. As a result of these new Acts, all jurisdictions in Canada have legislation providing for paid annual vacations, all have fair employment practices laws, and all have some statutory provisions regarding weekly rest.

In line with the trend toward the enactment of labour codes, Saskatchewan consolidated the basic principles and administrative provisions of eight existing Acts, without substantial amendment, to form the Labour Standards Act, 1969. Now contained within one Act are provisions governing paid annual vacations, hours of work, weekly rest day, minimum wages, public holidays, notice of termination of employment, wage payment and wage collection, equal pay and a weekly half-holiday in shops. The Act, and the new regulations made under it (for the most part, a consolidation of earlier regulations), went into force on August 1.

The standards set by the Act are declared to apply to the Crown. The regulations require, however, that the provisions dealing with annual vacations, hours of work and employees' wages do not apply to employees of the Crown or of Crown corporations. A three-year limit on prosecutions replaces the one-year limit provided for in most of the previous Acts.

Employees are given greater protection in the collection of wages due them. The Act states that an employee has priority over the claims or rights of all persons, including claims or rights of the Crown, for an amount of up to one month's wages. The Act contains a new procedure for the collection of wages, commonly referred to as third-party demand. In effect, it provides that, where an employer owes wages to his employee, the Minister may order a third party owing money to the employer to make payment to the deputy minister of all or part of the sum owing to the employer, and the deputy minister will use the money received to pay the employee's wages.

**The Ontario Employment Standards Act (an omnibus Act passed in 1968), and new regulations made under it, went into force on January 1, 1969. The general regulations under the Act listed the groups excluded from the Act as a whole, set out classes of employees excluded from the hours of work and overtime provisions, established new minimum wage rates, and reissued the rules concerning vacation stamp books for the construction industry.**

Special regulations were also issued permitting extended hours to be worked in some industries, up to a specified weekly maximum, before the overtime rate applies. Normally, one and one half times the regular rate must be paid for hours worked in excess of 48 in a week. The categories to which the Act does not apply (except for its equal pay, wage protection, and enforcement provisions) are: persons engaged in commercial fishing and farming, domestic servants, commission salesmen, secondary school students on a work-experience program, professional employees, and students of enumerated professions.



Of interest is the fact that, although the Act does not apply to general farming, a variety of horticultural, veterinarian and agricultural services are covered by the minimum wage and vacation with pay provisions of the Act. These are: persons engaged in the boarding and breeding of animals and the raising of fur-bearing animals; veterinary services; livestock registration; egg grading; flax processing; greenhouse and nursery operations; landscape gardening; mushroom growing; the growing of flowers for the retail and wholesale trade; silviculture; tree trimming and surgery; the growing, transporting and laying of sod; and the commercial dusting or spraying of hedges, lawns and trees, except orchards. Persons engaged in any of these occupations are, however, exempted from the hours of work and overtime provisions of the Act.

### Minimum Wages

Several small but significant amendments were made to Minimum Wage Acts. New Brunswick extended the scope of its Act to include part-time employees (those employed four hours or less a day or 24 hours or less a week). Part-time employees had been excluded from the Act since 1964. Prince Edward Island amended the definition of "wages" within the meaning of its Minimum Wage Acts to exclude tips. Newfoundland substantially increased the fines for contravention of the Act.

In consolidating its Minimum Wage Act with other labour standards laws to form the Labour Standards Act, Saskatchewan deleted the section setting out the criteria to be followed by the Minimum Wage Board in establishing the minimum wage. Only the Manitoba and Quebec Acts now contain any such criteria. In the past year, Ontario, Quebec, Nova Scotia, Prince Edward Island and Saskatchewan have increased their minimum wage rates.



The general minimum rate in Ontario was raised from \$1 an hour to \$1.30, which is now the highest general minimum in Canada. Learners' rates, payable during the first four months of employment, were increased from 90 cents an hour to \$1.20. Lower rates no longer apply to seasonal workers in the fruit and vegetable processing industry. The minimum rate for workers in the hotel, restaurant and tourist industry was increased in two stages from \$1 an hour to \$1.15 on January 1 and to \$1.30 on October 1. The corresponding learners' rates, payable during the first month of employment, were increased from 90 cents an hour to \$1 and then to \$1.15.

The new hourly rates, with former rates given in brackets, for workers in the construction industry and for certain other classes of employees are as follows: construction, \$1.55 (\$1.25); taxi drivers, \$1.15 from January 1 and \$1.30 from October 1 or 35 per cent of the proceeds, whichever is greater (\$.75); ambulance drivers, \$1.30 if hours worked are less than 48 a week; \$62.40 a week if hours exceed 48 and no records are kept; delivery and shoeshine boys, etc., \$.90 (\$.60); students, \$1 (\$.80); \$.90 (\$.70) for first month of summer employment. The maximum deduction that may be made from the minimum wage for room and board was increased to \$17 a week (\$5 for room and \$12 for meals), from \$15.

**Québec revised all its minimum wage ordinances.** The rates set by General Ordinance No. 4 were increased by 20 cents an hour in Zone I (the Greater Montreal area) and by 15 cents an hour in Zone II (the rest of the province) on November 1, 1968. As a result, the minimum wage is now \$1.25 in Zone I and \$1.15 in Zone II. Employees on probation during their first 60 days of employment must be paid at least \$1.15 and \$1.05 an hour. Employees under 18 are to receive at least \$1.05 in Zone I and 95 cents in Zone II.

Ordinances governing service establishments and hotel trade establishments were also revised, effective November 1, 1968. Three further ordinances, governing the shoe industry, forest operations and municipal and school corporations were replaced, effective June 1, 1969. Two new ordinances governing the woodworking industry and sawmills replaced a single ordinance on September 1, 1969. Minimum rates for employees in service establishments and hotel trade establishments were raised by 10 cents an hour. Hourly rates for employees of 18 and over, excluding employees on probation, are as follows: service establishments, \$1.10 in Zone I and \$1 in Zone II; hotel trade establishments, \$1.05 in Zone I and \$1 in Zone II. The coverage of the service establishments ordinance was extended to include delivery services, shoe repair and shoeshine services, and laundering, cleaning and pressing services.



Major changes were made in the ordinance governing the shoe industry, including a change to the same zone system as in other ordinances—i.e., two zones instead of three. A system of classification of jobs is now replaced by a system of classification of the qualifications of employees, and rates are fixed not for a particular job, but according to the skill of the employee. The new ordinance establishes hourly rates for five classes of skilled workers, and sets a minimum percentage of employees in an establishment that may be included in each class. Rates are also set for office workers and for probationary employees. Minimum rates, which formerly varied from 90 cents to \$1.95, now vary between \$1.15 and \$2.10 (not including probationary employees).

Under the revised ordinance governing forest operations, piecework woodcutters are to receive \$16 a day instead of \$14; workers hired on contract, cooks, watchmen and fire rangers must be paid \$13.50 a day, instead of \$12.50 or \$11.25 (depending on the category of worker). The minimum for all other forest workers was increased from \$1.25 to \$1.50 an hour.

Minimum wage rates for various categories of employees employed by municipal corporations and school boards were increased. These include employees under 18, watchmen with free lodgings, county corporation secretaries, attendance officers and secretary-treasurers. For employees other than those in the above-mentioned categories, the new rate is \$1.40 an hour (increased from \$1). The rate for workers under 18 is now \$1.25 an hour, instead of 80 cents.

The minimum wage for workers over 18 in larger sawmills is \$1.40 an hour. The rates for employees in the woodworking industry are the same as the general rates: \$1.25 an hour in Zone I and \$1.15 in Zone II for employees over 18.

**In Nova Scotia, the general minimum rates were increased by 10 cents an hour, beauty parlour employees' rates were raised by 15 cents, and an increase of five cents (to \$1.15) was provided for workers in logging and forest operations.** The hourly rates set by the general order for workers 18 years of age and over are \$1.25 in Zone I and \$1.15 in Zone II for men, and \$1 in Zone I and 90 cents in Zone II for women. The rates for underage workers between 14 and 18 years of age are \$1.05 in Zone I and 90 cents in Zone II for boys, and 80 cents in Zone I and 65 cents in Zone II for girls.



Zone I consists of Halifax-Dartmouth, Sydney, New Glasgow, Truro, Amherst, Yarmouth and surrounding areas. Zone II takes in the rest of Nova Scotia. Automobile salesmen were excluded from coverage of the general order.

**Prince Edward Island increased the minimum rates for men, effective September 1, 1969.** For workers of 18 and over, the minimum rate is raised from \$1.10 to \$1.25



an hour. The new rate for potato warehousemen is \$1 an hour, an increase of 15 cents. The rates set for food processing employees take effect in two stages. They are to receive \$1 an hour from September 1, and \$1.10 an hour from January 1, 1970. Their former rate was 90 cents.

Inexperienced employees may be paid five cents less than the minimum rate for the first 30 days of employment. Previously, the minimum rate for employees other than seasonal and casual ones became effective 60 days from the date of hiring. A minimum rate was established for students who work not less than 28 hours a week or who work full time during vacations from school. They must be paid at least \$1 an hour.

The order applicable to women workers introduced in Prince Edward Island in 1968 was amended during the year. As a result, workers employed in the restaurant and tourist accommodation industries during the period June 15 to September 15 are not entitled to overtime pay (one and one half times the minimum rate after 48 hours or normal hours, if less). Further, employees engaged in seasonal harvesting and processing are now entitled to overtime pay after 60 hours, rather than 54. Employers engaged in the latter operations for a period not exceeding five weeks are exempted from the requirement to pay overtime rates.

**The new minimum wage rates in Saskatchewan, which went into effect on October 1, 1969, are \$1.25 an hour in 10 cities and \$1.15 in the rest of the province.** The rates for workers under 17 are \$1.10 and \$1.05. These represent an increase of 20 cents an hour for workers 17 years of age and over, and 15 cents an hour for younger workers. Special rates are no longer set for janitors and caretakers in residential buildings.

The British Columbia order requiring the employer to be responsible for the cost and upkeep of uniforms was amended to exclude from its application employees covered by a collective agreement under the Labour Relations Act.

**The Northwest Territories issued Labour Standards Regulations under the Labour Standards Ordinance, effective July 9, 1969.** Under these regulations, payment of call-in pay equivalent to four hours pay at an employee's regular rate is required. The maximum deductions for board and lodging are to be 50 cents a meal and 60 cents a day for lodging. An employee's wages must not be reduced below the minimum wage for meals supplied, for uniforms or for accidental breakages.

## Hours of Work

Under Part I of the Canada Labour (Standards) Code, several orders have been made. One applies to truck drivers employed by mail contractors of the Canada Post Office, and it contains standards similar to those set for highway drivers in the trucking industry. This order covers the period from September 11, 1968 to June 30, 1971.

The Newfoundland Shipping Hours of Work Extension Order, which provides for a progressive reduction of hours of work to reach Code standards by December 31, 1973 was amended. The effect of the amendment is to permit an undertaking operating out of Newfoundland to comply with Part I of the Code rather than with the order.

The Cape Breton Development Corporation Hours of Work Extension Order permits employees, for a limited period of time, to work hours in excess of those permitted by Part I.

**Regulations under the Fair Wages and Hours of Labour Act, which applies to federal government construction contracts, were amended to permit hours in excess of those permitted or authorized by the Act to be worked in case of emergency or unforeseen and unpreventable circumstances seriously interfering with the ordinary execution of the work.** A provision to this effect, allowing daily or weekly hours to be exceeded in such circumstances, is to be included in every contract. Such excess hours are to be reported.

Under the Ontario Employment Standards Act, hours of work are limited to eight and 48, but there is provision in the Act for overtime permits. Overtime pay of time and one half the regular rate must be paid for work in excess of 48 hours in a week. Averaging of hours for computation of overtime is permitted.

The construction industry is exempted from hours of work limits. Two sectors of the industry—sewer and water main construction and road building—have been given special overtime exemptions. In other sectors of the industry, overtime is payable after 48 hours in a week. Municipal policemen and firemen are also excluded from hours of work limits, but are entitled to overtime pay after 48 hours. Taxi drivers, ambulance drivers and their helpers are not entitled to overtime pay.



In a number of other industries, because of the nature of their operations or the seasonal nature of the work, time and one half the regular rate must be paid after weekly hours of 50, 55 or 60, as the case may be.

Under special regulations, overtime pay is to be paid as follows: highway transport industry, after 60 hours; local cartage industry, after 55 hours; road building industry, after 55 or 50 hours, depending on the class of work; sewer and water main construction, after 50 hours; hotel, motel, tourist resort, restaurant and tavern industry (seasonal employees), after 55 hours; and fruit and vegetable processing industry (seasonal employees), after 60 hours. Seasonal employees are defined as those who do not work more than 16 weeks in a year.

Employers in the logging industry were exempted from the requirement to pay overtime rate after 48 hours for the period January 1 to March 31, 1969.

**The Québec Industrial and Commercial Establishments Act was amended to reduce the limits on working hours of women and boys under 18.** For these employees, the Act now sets limits of nine hours in a day and 50 hours in a week for work in factories, instead of the previous 10 and 55 hours, and a maximum of 54 hours in a week in shops, in place of the former maximum of 60 hours. The number of weeks during which an extension of working hours may be authorized by the chief inspector was increased from six to eight, but the maximum hours permitted were reduced from 65 to 55 in a week. Changes were also made in the hours at which the working day begins and ends.

### **Night Work for Women**

**As a result of an amendment to the Québec Industrial and Commercial Establishments Act, women are now permitted to work on the night shift, subject to certain conditions. Previously, women were not allowed to work after midnight.**

The Minister of Labour and Manpower is authorized to grant a permit allowing women 18 and over to work on the third shift in an industrial establishment, if he is satisfied that the nature of production, market conditions and other special circumstances require it. Before ruling on an application for a permit, the Minister must request the opinion of the certified trade union.

Hours of work on the third shift may not exceed eight and work must not begin before 11 p.m. or after midnight. A meal break of at least 30 minutes must be allowed around the middle of the shift, and two rest periods of 10 minutes each in the intervals before and after the meal period. Wage rates for the night shift must not be less than those for the two other shifts and, if premium pay is given for night work, it must be paid to the women employees on the shift. The employer must ensure the safety of women who leave work before 7 a.m. by providing them with safe and convenient transportation to their homes at his expense.

Some further conditions were laid down by regulations. At least one female supervisor, nurse or first-aid attendant must be present on the night shift, and there must be at least two women in addition to the female supervisor in each workroom or workshop. A permit may not be issued for a period longer than a year. The permit may be revoked without notice for breach of any of the conditions under which it was issued.

**No other jurisdiction has similar legislation regulating night work for women, but in four provinces (Alberta, Manitoba, Ontario and Saskatchewan) employers are required, subject to the terms of the legislation, to provide free transportation to or from their homes for women workers whose work begins or ends during the night (between midnight and 6 a.m.—except in Saskatchewan where the hours specified are 12:30 a.m. to 7 a.m.).**

### **Vacations with Pay**

The Newfoundland Annual Vacations with Pay Act, 1969, to be proclaimed in force, requires an employer to grant an employee a vacation of at least two weeks after every completed year of employment. Vacation pay is 4 per cent of total wages for the year. In order to be entitled to the vacation, an employee must have worked for the same employer for at least 90 per cent of the regular working hours in any continuous 12-month period. The vacation must be granted within 10 months after it is earned, and must be taken in periods of at least a week. When a special holiday occurs during a vacation, the vacation must be extended by one day.

Persons covered by a collective agreement will not start accumulating an entitlement to a vacation under the Act until the existing agreement expires. Where employment is terminated before an earned vacation is taken, the employee must be paid the vacation pay to which he is entitled. Where employment is terminated during a year before an employee becomes entitled to



a vacation, he must be given 4 per cent of his total wages for the hours worked. Vacation pay must be paid not later than a week after termination of employment. Where employment is terminated, an employee must not be permitted to take any part of an annual vacation to which he is entitled during the period of notice, nor is vacation pay to be paid as wages during this period.

Where an employer is convicted of failure to pay vacation pay, the magistrate must order the payment of the amount due, in addition to any other penalty. If the magistrate is satisfied, upon complaint by an employer, that an employee has engaged in other paid employment during his vacation, he must order the return of vacation pay to the employer or authorize the employer to deduct it from wages.

**Manitoba amended its Vacations with Pay Act to require an employer to give an employee at least 15 days notice of the date on which his vacation is to begin, unless the employer and employee agree to a shorter period.** Another amendment requires the payment of vacation pay equal to 4 per cent of regular wages to workers who do not qualify for a vacation because of intermittent service during a year.

Québec revised its Vacations with Pay Order, effective January 1, 1969. The annual vacation entitlement was increased from one to two weeks (after a year's service), and vacation pay raised from 2 to 4 per cent of the employee's earnings during the year.

Loggers in Québec with one year of service with the same employer are now entitled to a two weeks vacation with pay at the rate of 4 per cent of earnings, provided that they have worked at least 175 days during the year. On termination of employment, workers with less than a year's service must be paid 2 per cent of their wages as vacation pay.

The Northwest Territories Vacation Regulations, which were issued under the Labour Standards Ordinance, to become effective from July 2, 1968, established a procedure for the waiving and postponing of annual vacations.

**The Ontario Department of Labour has announced that the stamp book system used for construction workers will be phased out between January 1, 1970 and June 30, 1970.**



## Weekly Rest

The Newfoundland Weekly Day of Rest Act, 1969, to be proclaimed in force, requires employers to grant employees a rest period of at least 24 consecutive hours in every seven days, wherever possible on Sunday.

A system of temporary exemption permits has been established. The Minister may, on application, grant a permit exempting an employer from compliance with the Act in case of accident, abnormal pressure of work, or danger of loss of perishables. Where a permit is issued, an employee accumulates a period of holidays equivalent to the missed rest periods.

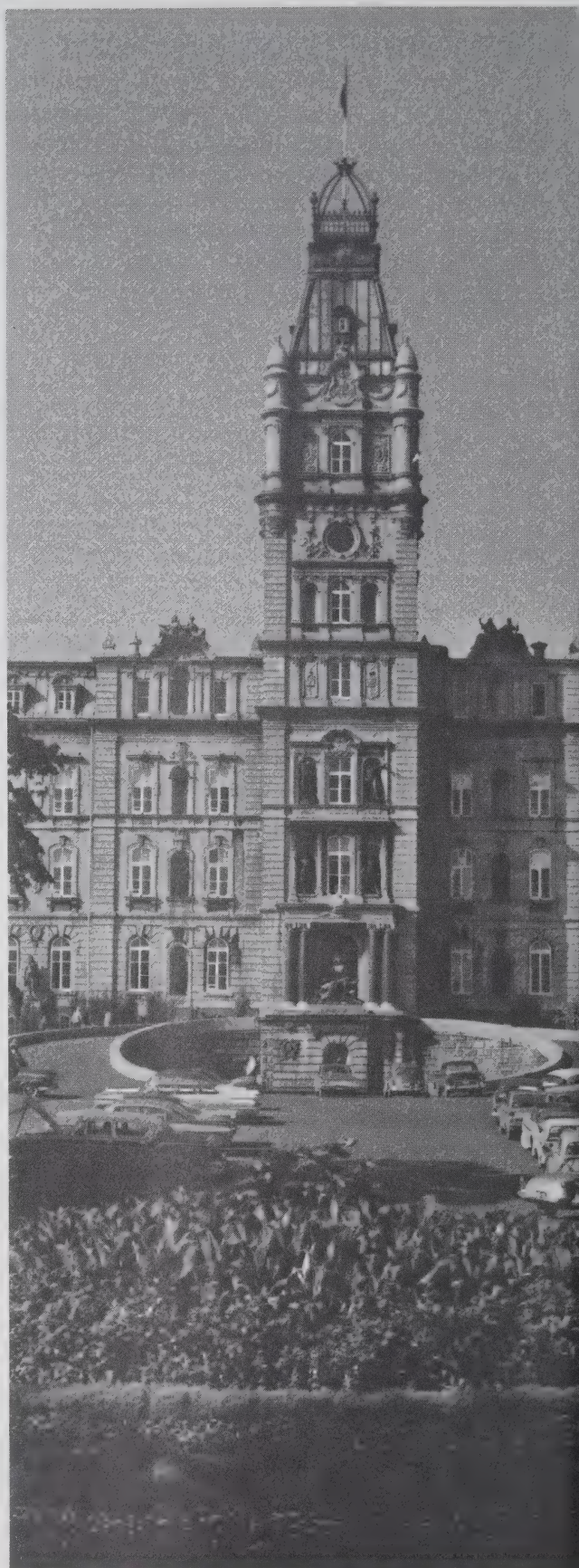
In the most recent revisions of minimum wage ordinances in Québec, the weekly rest clause, which formerly provided for a weekly rest of 24 consecutive hours or two periods of 18 consecutive hours each, was amended to delete the reference to two rest periods of 18 consecutive hours each.

## Notice of Termination of Employment

**The Newfoundland Employment (Notice of Termination) Act, 1969, to be proclaimed in force, requires employers and employees to give notice of termination of employment.** Where an employee is paid once a month or more frequently, the notice period is one regular pay period. Where the employee is paid less frequently, reasonable notice must be given. In lieu of notice, an employer may pay an employee the wages, exclusive of overtime, that he would have earned during the notice period.

The requirements of the Act do not apply where a different period of notice is established in a collective agreement, in a written agreement of employment between an employer and employee if the notice period is of equal length for both parties, or by a well-established general custom or practice in an industry.

Where an employer is convicted of failure to give notice, the magistrate must order him to pay the employee an amount covering the wages lost by reason of failure to give notice. Where an employee is convicted of the same offence, the magistrate may order him to pay the employer all or any part of the normal wages he would have earned, had he not left without notice.





## Minimum Age for Employment

**Québec raised the minimum age for employment to 16. The previous minimum was 14, or 16 if the child could not read or write fluently and easily.** Students 15 years of age may work during school vacations if they have obtained a permit from an inspector under the Industrial and Commercial Establishments Act. The limitation on age does not apply in family undertakings or to domestic or farm servants. Children under 16 may continue to sell newspapers or to carry on business on the streets and in public places if they can read and write well. Such activities are forbidden after 8 p.m.

## Equal Pay

In the past year, Newfoundland adopted a Human Rights Code that contains equal pay provisions; British Columbia enacted a Human Rights Act that incorporates existing equal pay provisions with amendments; Saskatchewan, like Alberta and Ontario, incorporated its equal pay provisions in a labour code; and Nova Scotia once again set out equal pay provisions in a separate act, with some changes.

**Like the New Brunswick and Ontario laws, the Newfoundland Human Rights Code requires a female employee to be paid at the same rate of pay as a male employee for the same work done in the same establishment.** British Columbia has changed this requirement to read "the same work or substantially the same work done in the same establishment," thus giving women workers somewhat greater protection against pay discrimination. The Nova Scotia Act continues to refer to "substantially the same work" and the Saskatchewan Act to "work of comparable character."

The Newfoundland Act makes it clear that a difference in wage rates based on a factor other than sex that would normally justify such difference does not constitute a failure to comply with the Act. Nova Scotia has amended this provision to require the employer to establish that such a factor justifies a different rate of pay.

Enforcement procedures in British Columbia and Newfoundland may be invoked by complaint of the person concerned. In Nova Scotia, although the Act continues to operate through a complaint process, the Director may also institute an inquiry if he has reasonable grounds for believing that a complaint exists.

In British Columbia, if a complaint is not settled at the inquiry level, the matter is now to be referred to the permanent Human Rights Commission. This Commission is given the authority to make final orders usually made by the Minister. The order may include a requirement to pay the wages owing.

In Newfoundland, an order of the Minister may be appealed to the courts. In Saskatchewan, the consent of the Minister is no longer needed for prosecutions. The British Columbia, Nova Scotia and Newfoundland Acts include clauses protecting an employee against reprisal for having participated in proceedings under the Act. The Newfoundland Act applies to the Crown.

## Human Rights

**During the year, significant enactments have been adopted in the field of human rights. The Nova Scotia legislation was revised, making it the most comprehensive in this field in Canada.** The Act contains such new features as prohibitions against discrimination in the membership of professional, business and trade associations, and in volunteer organizations providing public services. The existing Human Rights Commission was given responsibility for administration of the Act.

British Columbia consolidated its Equal Pay, Fair Employment Practices and Public Accommodation Practices Acts into a Human Rights Act. In the process, the scope of existing provisions has been enlarged, and the areas in which discrimination is prohibited have been expanded. A Human Rights Commission has been appointed to assist in the enforcement of the Act.

Newfoundland enacted its first anti-discrimination legislation, a human rights code dealing with accommodation, employment, equal pay and discriminatory publications. In addition, several provinces have amended their codes or incorporated anti-discrimination clauses in other Acts. An ombudsman Act has been passed in Quebec.

## Nova Scotia

The Nova Scotia Human Rights Act now applies to the Crown. British Columbia is the only province in which the Act does not do so. The employment section applies to most non-profit organizations. Only non-profit organizations operated primarily to foster the welfare of a



religious or ethnic group are still excluded. All other provinces except Ontario exclude non-profit organizations. Domestic servants are excluded only if they are employed and live in a single-family home.

Significant changes were made in the sections dealing with fair accommodation practices. Discrimination is forbidden in the manner in which public accommodation, services and facilities are provided, or in the renting of any commercial unit, self-contained dwelling unit, or accommodation in a housing unit used exclusively to provide rental accommodation. Previously, the rental section applied only to buildings with more than four apartments. Discrimination is also prohibited in the sale of property or of an interest in property, including the terms and conditions of sale. Restrictive provisions in documents transferring an interest in property are declared void. British Columbia is the only other province that has legislated regarding the sale of property.

**Employment agencies are forbidden to accept discriminatory inquiries from employers and job-seekers. Previously, employers were forbidden to use agencies that practised discrimination.** Discrimination is forbidden also in the membership of professional, business or trade associations where such associations control admission to or the practice of any occupation or calling, or admission to any business or trade.

Volunteer groups carrying out public functions, such as fire protection and hospital services, are forbidden to discriminate against applicants. The provisions of regulations made under Acts that appear to restrict the rights of persons on any of the prohibited grounds are declared void and of no legal effect.

The existing Human Rights Commission is continued, and has been given responsibility for the administration and enforcement of the Act, in addition to the research and advisory role it already performed. It may approve programs designed to promote the welfare of any class of individuals, and such programs are then not to be considered discriminatory.

An informal investigation may now be made not only on complaint, but also where the Commission has reasonable grounds for believing that a complaint exists. If the complaint is not settled at the informal investiga-

tion stage, the Commission must report to the Minister. The latter is now required to appoint a board of inquiry unless the Governor in Council orders otherwise. The board must hold a public hearing. If the matter is settled at the board inquiry, the terms of settlement must be reported to the Commission.

In any prosecution under the Act, it is to be sufficient for a conviction if a "reasonable preponderance" of the evidence supports the charge.

### British Columbia

**The British Columbia Human Rights Act removed the exemption for employers of fewer than five employees. Only Manitoba and Quebec and the federal Act still have such an exemption. Two prohibitions have been added in the employment field. Sex discrimination is forbidden in employment, or in the terms and conditions of employment, and in trade union membership.** Sex discrimination in employment based on a bona fide occupational qualification is not, however, a violation of the Act. Discrimination by an employer or trade union against a complainant or witness in proceedings under the Act is also prohibited.

In the public accommodation section, denial of services or facilities, or discrimination with respect to the services provided is forbidden because of the race, religion, colour, nationality, ancestry or place of origin of the persons concerned. The prohibition has been broadened by the addition of the words "or of any other person or class of persons."

The addition of this phrase would appear to prohibit discrimination based on family relationship or association with members of minority groups. A similar prohibition is found in Ontario in regard to public accommodation, and in Prince Edward Island and Newfoundland in regard to rental practices. Alberta now includes such a prohibition with regard to public accommodation, rental practices and employment.

The Act introduces a prohibition against discrimination in the renting, ownership or sale of commercial units or of self-contained dwelling units, including the terms and conditions of occupancy or sale. **It authorizes the making of regulations requiring contracts let by the provincial Government, a municipality, board of school trustees or board of management of a hospital to contain anti-discrimination provisions.**

The Act establishes also a permanent Human Rights Commission, which must have both male and female members. The Commission as appointed has the same membership as the Board of Industrial Relations. If a complaint is not settled at the informal inquiry level, the director may refer the matter to the Commission. The Commission may dismiss a complaint at any stage of the proceedings if, in its opinion, it is without merit. If it decides that the Act has been contravened, it must issue an order requiring remedial action. The order may direct the employer to employ or re-employ a person and pay him lost wages or direct a trade union to admit a person as member or reinstate a member. Such an order is final. The deadline for complaints and prosecutions is 6 months. The consent of the Minister is no longer needed for prosecution.

### **Newfoundland**

The Newfoundland Human Rights Act is an extensive code dealing with: public accommodation; rental practices; employment, including trade union membership, employment agencies, application forms, advertisements and inquiries related to employment; publications, signs and broadcasting; and equal pay. Discrimination is prohibited on the usual grounds of race, religion, religious creed, colour or ethnic or national origin, with the addition of political opinion and social origin. In employment and trade union membership, discrimination is also prohibited because of sex, and because of age in cases where the worker is between 45 and 65. British Columbia and Quebec are the only other provinces to include sex, and British Columbia and Ontario the only other provinces to include age.

The denominational education system of the province, and legislation and agreements giving preference to Newfoundland labour, material and equipment are not to be affected by the Act.

The enforcement procedures are similar to those provided for under most other such legislation. An avenue of appeal to the courts is, however, provided from the Minister's order.

### **Alberta**

**Alberta amended its Human Rights Act to prohibit discrimination in the renting of apartments in buildings having three or more units. Discrimination is prohibited because of the race, religious beliefs, colour, ancestry or place of origin of the person or class of persons renting the apartment, or of any other person or class of persons.**

### **New Brunswick**

New Brunswick has added to the list of prohibited practices discrimination in the renting of any dwelling unit, including the terms and conditions of occupancy.

In order to obtain certification under the New Brunswick Public Service Labour Relations Act, an employee association must not discriminate in membership because of sex, race, national origin, colour or religion. The Civil Service Act prohibits discrimination by the Civil Service Commission on the same grounds in prescribing selection standards.

### **Québec**

The Québec Manpower Vocational Training and Qualification Act forbids discrimination based on race, sex, religion, national extraction or ethnic origin in selecting candidates for apprenticeship or vocational training, in carrying out such training programs, or in examinations for certificates of qualification. A distinction, exclusion or preference based on the requirements of a particular job does not constitute discrimination.

### **Ontario**

An amendment to the Ontario Human Rights Code narrowed the usual exemption allowed for non-profit organizations. The prohibition against discrimination in employment now applies to exclusively religious, philanthropic, educational, fraternal or social organizations and to organizations operated primarily to foster the welfare of a religious or ethnic group except where race, colour, creed, nationality, ancestry or place of origin is a reasonable occupational qualification. **A section was added providing protection against reprisal for complainants and persons otherwise participating in proceedings under the Act. Both Ontario and Nova Scotia increased the fines payable for contravention of their human rights codes.**

(Parts 2 and 3 of this article "Industrial Training and Apprenticeship" and "Industrial Safety" will appear in the January issue of The Labour Gazette.)



# General Topics

## Wage Schedules — August

During August, the Department of Labour prepared 292 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 239 contracts in these categories were awarded. In addition, 254 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Post Office, Public Works, Supply and Services, and Transport. A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in August for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Limited	1	\$78,000.00
Post Office	5	307,463.18
RCMP	7	520,573.50
Supply and Services	97	1,450,482.00

During August, the sum of \$2,307.05 was collected from seven contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 33 workers concerned.

## Unemployment Insurance Fund

During August, 1969, 21,280 investigations were completed across Canada. Of these, 13,390 were on-premises investigations, 2,044 were selective investigations and 93 were random sample investigations of claims to verify the fulfilment of statutory conditions. The remaining 373 formal investigations and 5,380 postaudit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,538.

Prosecutions were recommended in 147 cases, 146 against claimants and one against an employer. This does not include employer prosecutions begun by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in August totalled \$52,517,666.11 compared with \$52,073,835.70 in July and \$45,175,439.55 in August 1968. Benefits paid in August totalled \$27,745,071.74 compared with \$24,787,401.53 in July and \$26,201,971.59 in August 1968. The balance in the Fund on August 31, 1969 was \$438,549,532.90 compared with \$413,776,938.53 at the end of July and \$309,632,417.65 on August 31, 1968.

# Employment Review For September

There was a substantial decrease in employment between August and September, owing to the withdrawal of students from the labour force to return to school. Total employment at 7,847,000 was 324,000 lower than in August. Unemployment decreased by 39,000 to 279,000, and the labour force, at 8,126,000, was 363,000 lower than in August. Compared with a year earlier, the labour force increased by 155,000 (1.9 per cent); employment increased by 138,000 (1.8 per cent) and unemployment was 17,000 higher.

The drop in the labour force was mainly among persons 14-19 years of age, 319,000. There was a decrease of 110,000 in the 20-24 group, a larger decline than in any previous year. Among persons 25 years of age and over, there was an increase of 66,000.

## Employment

The 324,000 decline in employment between August and September was the result of a decrease of 408,000 among persons 14-24 years of age, and an increase of 84,000 among persons 25 years of age and over. With the exception of community, business and personal service, in which there was a small increase (21,000), all industries showed a decrease in employment between August and September. Farm employment dropped by 55,000. Among non-farm industries, the largest decreases were: manufacturing, 88,000; trade, 60,000; public administration, 52,000; construction, 27,000; and transportation, communication and other utilities, 23,000. Compared with a year ago, the largest increase in employment occurred in community, business and personal service, 69,000; finance, insurance and real estate, 45,000; trade, 22,000; and transportation, communication and other utilities, 20,000. Employment in public administration declined by 11,000. There was a decrease of 24,000 in farm employment.

Regionally, the largest relative increase in employment over the year took place in British Columbia, 6.3 per cent. This compares with gains of 2.6 per cent in Ontario, and 1.4 per cent in the Prairies. Employment in Quebec and the Atlantic region remained virtually unchanged from last year.

## Unemployment

The number of unemployed persons, 279,000, was 39,000 lower than in August. Of this number, 17,000 was attributable to teen-agers. Compared with a year ago, the total number of unemployed increased by 17,000. Unemployment in Quebec rose by 25,000. In other regions unemployment levels showed little change.

Of the total unemployed in September this year, 102,000, or 36 per cent, had been unemployed for less than one month, 36 per cent for one to three months, and 28 per cent for four months or more. Unemployment in September 1969 represented 3.4 per cent of the labour force, compared with 3.3 per cent in September 1968, and 2.8 per cent in September 1967. The seasonally adjusted unemployment rate in September 1969 was 5.0 per cent.

## U.S. Employment Review

The United States civilian labour force in August was 82,516,000. Unemployment was 2,900,000 compared with 3,200,000 in July. The seasonally adjusted rate of unemployment was 3.5 per cent compared with 3.6 per cent in July. In August the actual rate of unemployment was 3.48 per cent.

## Readers Please Note!

When ordering publications listed on the inside back cover of *The Labour Gazette*, please do not send your remittance to the Department of Labour, as this leads to a lot of unnecessary, and therefore expensive, book-keeping. Cheques and post office money orders should be made payable to the Receiver General of Canada, but should be addressed to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa.

## December Credits

Readers of the following regular monthly features will find it interesting to note that:

Ergonomics: *Man and His Work*, p. 716, was submitted by the Manpower Utilization Branch of the Department of Manpower and Immigration, and is reprinted from *ILO Panorama*, May-June 1969.



Unemployment Insurance Report, p. 752, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification Before the CLRB, p. 756, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation Before the Minister of Labour, p. 754, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

(Note: The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulation, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Conciliation and Other Proceedings Before the Minister of Labour; and 2. Certification and Other Proceedings Before the Canada Labour Relations Board.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.)

## Photos

Cover: Province of Quebec Film Bureau. Public Archives: p. 712. ILO: p. 717, 718, 719, 720, 721, 722. NFB: p. 724, 725, 727, 733, 737, 738, 741, 742. Murray MacGowan, p. 759.

## Technical Notes

### To "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies either in person or by mail to the nearest local office of the Commission. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated, and this will be available for compensation of spells of proved unemployment during a period of one year,\* unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided that there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment. Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, with no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending."

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 10-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in Employment and Average Weekly Wages and Salaries (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

\* Under the Training Allowances Act—1966, the benefit period of an insured person may be extended if he (or she) is in receipt of a training allowance. The benefit period is extended by the amount of time the person is undergoing training, but in no event can the benefit period extend beyond 156 weeks.



## Price Indexes

### Consumer, September 1969

The consumer price index (1961 = 100) declined 0.2 per cent to 126.6 in September from 126.9 in August, the first monthly decline since October 1967. The current index is 4.5 per cent above the September 1968 level of 121.1. The overall decline was attributable to a larger than normal seasonal drop of 1.6 per cent in food prices.

The food index dropped 1.6 per cent to 128.5 from 130.6, but was 4.1 per cent higher than the September 1968 level of 123.4. Seasonal declines in fresh fruit and vegetable prices and a further 2 per cent decrease in beef prices, contributed to the downward movement.

Produce items that declined in price, 20 per cent or more since the preceding month included: potatoes, carrots, cabbage, tomatoes and celery. Beef prices fell for the third consecutive month to a level 8 per cent below their June peak. Pork, poultry and fish prices rose 1 per cent or more. Among staple food items, milk, bread, butter and eggs registered marginal increases, and sugar declined by more than 5 per cent. Although flour declined in price in September, biscuits and cracker prices rose about 1 per cent.

The housing index increase of 0.2 per cent (125.7 from 125.4) was entirely due to higher shelter costs. It was 4.9 per cent above the September 1968 level of 119.8.

The clothing index rose 0.2 per cent to 125.2 from 125.0, and was 3.3 per cent higher than a year earlier. Many items of men's wear, children's wear and footwear increased in price reflecting the introduction of new lines, but sales of women's cotton dresses and material reduced the price level of women's wear and piece goods. Because of higher shoe repair and dry cleaning charges, clothing services increased in price.

The transportation index advanced 0.3 per cent to 120.9 from 120.5, and was 4.8 per cent above the September 1968 level of 115.4. Higher gasoline prices in a number of Ontario cities, combined with generally higher auto parts and repair prices, increased automobile operation costs by 0.4 per cent. Local transportation costs also rose 0.4 per cent because of higher taxi fares in Toronto and increased bus fares in some other Ontario cities.

The health and personal care index rose 0.6 per cent to 135.0 from 134.2 and was 5.1 per cent above the September 1968 level of 128.5. Men's and women's hair-dressing prices advanced in a number of major cities, as did the prices of toilet soap and other items of personal care supplies.

The recreation and reading index increased 0.3 per cent to 128.0 from 127.6, and was 5.8 per cent higher than the September 1968 index of 121.0. Increased prices for magazine subscriptions, television repairs and bicycles, accounted for this increase.

The tobacco and alcohol index remained unchanged from the August level of 126.4 and was 4.2 per cent higher than the September 1968 level of 121.3.

### Wholesale, August 1969

The general wholesale index declined 0.1 per cent in August to 282.4 from the July index of 282.7, and was 4.6 per cent higher than the August 1968 index of 270.0. Two of the eight major group indexes were lower and six advanced.

The animal products group index moved down 1.3 per cent to 328.8 from 333.1 on lower prices for livestock and fresh meats. In the vegetable products group index a decrease of 0.8 per cent to 237.1 from 239.0 reflected lower prices for sugar and its products, grains, tea, coffee and cocoa.

The non-ferrous metals products group index rose 2.0 per cent to 264.0 from 258.8 on higher prices for copper and its products, silver, and tin. Price increases for soaps and detergents and tanning materials resulted in an advance of 0.7 per cent to 220.8 from 219.2 in the chemical products group index. An increase of 0.4 per

cent in the non-metallic mineral products group index to 210.8 from 209.9 was attributable to higher prices for petroleum products. Increases of 0.2 per cent or less occurred in three major group indexes, wood products to 383.9 from 383.0, iron products to 285.2 from 285.0, and textile products to 256.9 from 256.8.

### **City Consumer, September, 1969**

**A substantial decline in food prices between August and September resulted in consumer price index decreases in Vancouver and six major eastern cities; an increase in food prices was the main factor in the rise of indexes for three Prairie city and city-combinations.** City "all-items" movements in September ranged from an increase of 0.6 per cent in Winnipeg to a decline of 0.2 per cent in Montreal. Housing indexes rose in all cities except Montreal where no change was registered. Clothing price increases in nine cities were associated with the introduction of fall and winter lines; a marginal decline in Toronto was ascribed to sales on a number of items. Indexes for transportation, health and personal care, and recreation and reading were registered in most cities; those for tobacco and alcohol remained unchanged across the country except in Saskatoon—Regina where a 0.2 per cent increase was recorded.

Regional consumer price index point changes between August and September were: Montreal -1.1 to 122.1; Vancouver -.6 to 119.5; Ottawa -.4 to 123.9; St. John's -.3 to 120.3; Toronto -.3 to 125.5; Halifax -.2 to 121.2; Saint John -.1 to 121.5; Saskatoon-Regina +.5 to 121.2; Edmonton-Calgary +.6 to 123.0; Winnipeg +.8 to 124.7.

### **Farm Products**

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.5 per cent to 271.4 from 272.9 in the three-week period August 29 to September 19. The animal products index moved down 0.4 per cent to 360.2 from 361.6 and the field products index declined 0.8 per cent to 182.6 from 184.1.

### **U.S. Consumer, August 1969**

The United States consumer price index (1957-59 = 100) rose 0.4 per cent to 128.7 in August, slightly less than the average monthly increase for the year to date. The

**advance in consumer prices was led by food and various services, including mortgage interest rates and medical care.**

The price of food, including restaurant meals, rose 0.6 per cent to 127.4. A large increase in egg prices dominated the food sector and beef prices declined for the first time in eight months.

Among other goods, cigarette prices increased, and there were also increases in alcoholic beverages, gasoline, some housekeeping supplies, footwear and men's and boy's clothing. Increases in the price of services—apart from mortgage interest and medical care—included property taxes, gas and electricity rates, home repairs, automobile insurance and repairs, and movie admissions. About 155,000 workers will receive automatic pay increases as a result of the August index.

### **British Retail, July 1969**

The British index of retail prices (January 16, 1962 = 100) was 132.1 at July 22, the same figure as at June 17. At July 16, 1968, the index was 125.5. The index for food items whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 138.3; for all other items of food it was 130.9.

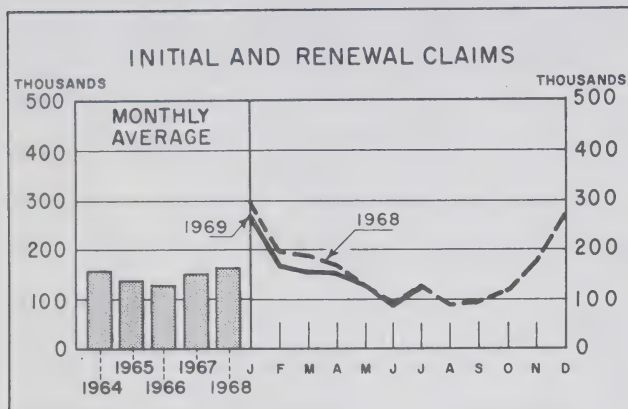
Reductions in the average levels of prices of potatoes, tomatoes and fresh green vegetables, were partly offset by an increase in the average price of oranges. The index for foods that show significant seasonal variations declined by almost seven per cent to 138.3 compared with 148.4 in June. The index for the food group as a whole was 132.0 compared with 133.3 in June.

The index for the alcoholic drink group as a whole rose by .5 per cent to 136.2 compared with 135.6 in June, due to an increase in the price of beer. Because of rises in the average levels of prices of articles of soft furnishings, the index for the durable household goods group as whole rose to 118.5 compared with 117.9 in June.

As a result of a decline in the average level of prices of second hand cars the index for the transport and vehicles group dropped to 124.3 compared with 124.6 in June. There were increases in the average levels of charges for a number of services. The index for the services group rose by .5 per cent to 142.4 compared with 141.7 in June. In the remaining four groups there was little change in the general level of prices.

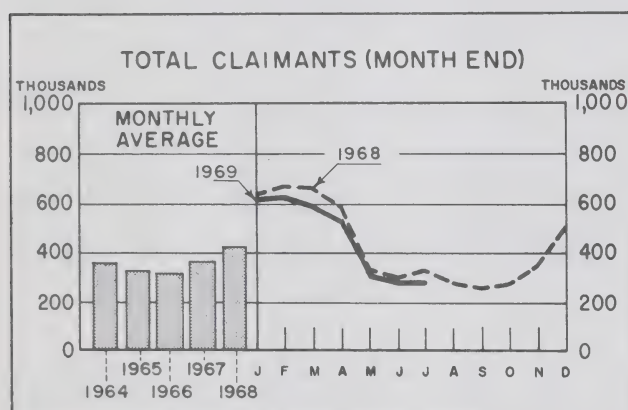


# Unemployment Insurance Report For July



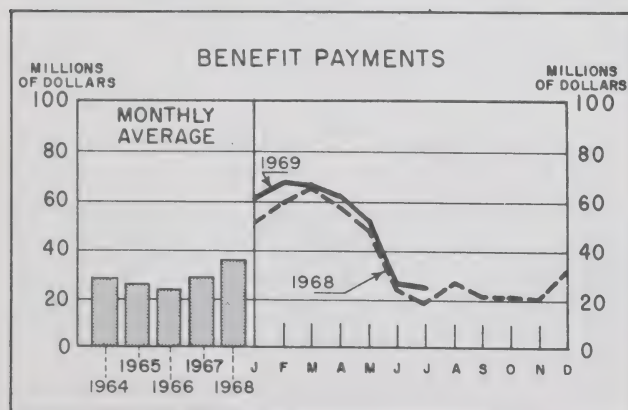
At the end of July 1969, claimants for unemployment insurance benefit numbered 279,000. This represented virtually no change from the 277,000 recorded on June 30, but was 42,000 lower than the July 31, 1968 total of 321,000.

Males accounted for two thirds of those coming on claim in July and still reporting at the month-end; however, they accounted for a smaller proportion, 56 per cent of those on continuous claim five weeks or longer. The heavy concentration of males among the recent claimants is due, in part, to the incidence of temporary lay-offs, particularly among production employees in the automotive industry, and to annual holiday shut-downs.



A total of 121,000 initial and renewal claims were filed in local offices across Canada during July compared with 91,000 in June and 124,000 one year ago. More than 90 per cent of the cases were on behalf of persons separated from employment during the month; the balance of the claims were from persons terminating benefit and seeking re-establishment of credits.

The average weekly number of beneficiaries during July was estimated at 156,000 in comparison with 208,000 in June and 148,000 one year ago. Benefit payments during the month totalled \$24.8 million versus \$26.5 million in June and \$18.9 million in July 1968. The average weekly benefit payment of \$31.83 in July was unchanged from June but considerably higher than the July 1968 rate of \$25.51. The year-over-year increase in benefit payments and average weekly benefit rate, is due to the higher benefit rates that became effective at the end of June 1968.



The number of persons claiming benefit was lower on July 31 than on June 30 in all provinces except Prince Edward Island (where there was a slight increase) and Ontario, which was higher by almost 17,000. The Ontario increase reflects the temporary layoffs and annual holiday shut-downs referred to above.

Saskatchewan and the Atlantic region (except Prince Edward Island) were the only provinces that did not report fewer claimants than on July 31, 1968. The bulk of the decline (40,000) occurred in Quebec, Ontario and British Columbia.

Increases over the June claim load were reported in all provinces except Newfoundland and British Columbia. The bulk of the increase was concentrated in Ontario.

Compared with July 1968 there were only minor changes in the volume of claims filed. Newfoundland reported a proportionately large increase in initial claims.

## Summary Table

Activity	July 1969	June 1969	July 1968	Cumulative Data	
				January to July 1969	12 months ending July 1969
(in thousands)					
Insured population at end of month .....	—	5,492	5,321	—	—
Initial and renewal claims filed:					
Total.....	121	91	124	1,087	1,832
Initial.....	85	67	85	837	1,379
Renewal.....	36	24	39	250	453
Claimants currently reporting to local offices.....	279	277	321	461*	404*
Beneficiaries (weekly average).....	156	208	148	392*	310*
Weeks compensated.....	779	833	739	11,523	15,916
Benefit paid.....	24,787	26,496	18,858	361,097	480,326
Average weekly benefit.....	\$31.83	\$31.83	\$25.51	\$31.34	\$30.18

\* Monthly average.



# Conciliation Before the Minister of Labour

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

CP Air (Commissary Attendants) Vancouver International Airport, and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: D. S. Tysoe).

Richardson Transport Ltd., Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin).

Atomic Energy of Canada Limited, Chalk River, Ont., and Office and Professional Employees International Union, Local 404 (Conciliation Officer: K. Hulse).

Radio Atlantic Limited (Radio Station CFNB), Fredericton, N.B., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. A. Ogden).

Monarch Transport Ltd., Edmonton, Alta., and Truckers, Cartagemen, Construction and Building Material Employees, Local 362 (Conciliation Officer: A. A. Franklin).

Canadian Pacific Railway Company (British Columbia Lake & River Service) and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

Agence Maritime Inc., Quebec, Que., and Canadian Marine Officers Union (Conciliation Officer: S. T. Payne).

## Settlements by Conciliation Officers

Allied Aviation Services Company of Newfoundland, Limited, and Lodge 927, International Association of Machinists and Aerospace Workers, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Nov., p. 680) (Conciliation Officer: W. J. Gillies).

Maple Leaf Mills Limited, Calgary, Alta., and Canadian Food and Allied Workers, Local 1145 (L.G., Nov., p. 680) (Conciliation Officer: A. A. Franklin).

National Harbours Board, and Public Service Alliance of Canada (representing National Harbours Board Police Association—Port of Quebec) (L.G., Nov., p. 680) (Conciliation Officer: G. R. Doucet).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and the International Association of Machinists and Aerospace Workers (L.G., Nov., p. 680) (Conciliation Officer: W. J. Gillies).

Bunge of Canada Limited, Quebec, Que., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Nov., p. 680) (Conciliation Officer: S. T. Payne).

Robert Transport Limitée, Rougemont, Que., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (L.G., Sept., p. 532) (Conciliation Officer: S. T. Payne).

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Brotherhood of Railroad Signalmen (L.G., May, p. 283) (Conciliation Officer: G. R. Doucet).

## Conciliation Boards Appointed

Canadian National Hotels Limited (Bessborough Hotel) Saskatoon, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Oct., p. 607).

Canadian National Hotels Limited (Fort Garry Hotel) Winnipeg, Man., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Nov., p. 680).

### **Conciliation Boards Fully Constituted**

The Board of Conciliation and Investigation established in July to deal with a dispute between Canadian National Railways (Borden-Cape Tormentine Ferry Service) and Canadian Merchant Service Guild (L.G., Oct., p. 608) was fully constituted in September with the appointment of Judge Nathan Green, Q.C., of Halifax, as chairman. Judge Green was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. William Cox, Q.C., and J. K. Bell, both of Halifax.

The Board of Conciliation and Investigation established in July to deal with a dispute between Atomic Energy of Canada Limited, Pinawa, Man., and Local 608, International Association of Machinists and Aerospace Workers, and Unit 2, Local 308, Service Employees' International Union (L.G., Oct., p. 608) was fully constituted in September with the appointment of W. Steward Martin, Q.C., of Winnipeg, as chairman. Mr. Martin was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee C. B. C. Scott, Toronto, and union nominee Andrew Andras, Ottawa.

### **Strike Action**

British Columbia Maritime Employers Association, Vancouver, and International Longshoremen's and Warehousemen's Union—Canadian Area (strike commenced September 25) (L.G., Oct., p. 609).

## **Who Gets Caught In the Brain Drain?**

■ Canadians who study in the United States are most likely to get caught up in the "brain drain" according to a study produced for the Department of Manpower and Immigration. The study, conducted by Peter Y. Comay, examines the reasons why Canadian professionals go south of the border, and what draws them back again. It was based on data gathered from the Department's Canadian Professional, Scientific, and Technical Survey, 1967, as well as from a special study of a sample of respondents. The special study covered 6,825 professionals, of whom 1,056 had emigrated to the U.S. at one time or other. Mr. Comay's study concludes that: higher wages in the U.S. than in Canada were less important than employment opportunities in causing emigration; Canadians who study in the U.S. are most apt to seek full-time employment in that country; and a degree from a U.S. university raised the probability of eventual migration by 23 per cent.

The study noted that close to 5 per cent of Canadian students enrolled in universities in 1966 were studying at U.S. institutions; at the graduate level, the total rose to approximately 30 per cent. Mr. Comay questions continued Canadian government support to graduate students in the United States, since he concluded that such assistance encourages settlement abroad. He suggests greater expansion of graduate programs at Canadian universities as one of the best ways to divert the emigrant talent flow.

In addition, Mr. Comay urges that better means of communication be established between students abroad and employers in Canada, that more labour market information be supplied to students abroad, and that consideration be given to providing other incentives to return in the form of financial assistance in travel costs, waiving of customs duties, and help in finding housing. The study represents Mr. Comay's doctoral thesis at Princeton University. He was assisted by a research grant from the Department of Manpower and Immigration.



# Certification Before The CLRB

The Canada Labour Relations Board met for one day during September. It granted six applications for certification, rejected two, and ordered one representation vote. It permitted the withdrawal of one application for certification and granted one application for revocation of certification. During the month, the Board received nine applications for certification, and ten requests for review under Sec. 61 (2).

## Applications for Certification Granted

Truckers, Cartagemen, Construction and Building Material Employees, Local No. 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Grimshaw Trucking & Distributing Ltd., Edmonton, Alta. (L. G., Aug., p. 473).

International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers, Lodge 359, on behalf of a unit of Quebec Structural Division employees in the Yukon Territory employed by Dominion Bridge Company, Limited, Montreal, Que. (L. G., Sept., p. 531).

Tunnel and Rock Workers' Local 168, Labourers' International Union of North America, on behalf of a unit of personnel in Yukon Territory employed by Midwest Drilling Company, Winnipeg, Man. (L. G., Oct., p. 612).

International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators employed in the Yukon Territory by Nanaimo Bulldozing Co., Ltd., Vancouver, B.C. (L. G., Oct., p. 613).

Syndicat national des Employes du Transport postal (CSN), on behalf of a unit of employees of G. Lapalme Inc., Montreal, Que. (L. G., Oct., p. 613).

Transport Drivers, Warehousemen and Helpers Union Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hubert Cartage Inc., Ste-Thérèse, Que. (L. G., Oct. p. 613).

## Applications for Certification Rejected

General Truck Drivers and Helpers Union, Local 3, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Rempel-Trail Transportation Ltd., Edmonton, Alta., respondent (employees at Dawson Creek, B. C.) (L. G., Oct., p. 612). The application was rejected for the reason that the proposed unit is not appropriate for collective bargaining.

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Rempel-Trail Transportation Ltd., Edmonton, Alta., respondent (employees at Burnaby, B. C.) (L. G., Oct., p. 612). The application was rejected for the reason that the proposed unit is not appropriate for collective bargaining.

## Representation Vote Ordered

Seafarers' International Union of Canada, applicant, and Orléans Navigation Inc., St. Laurent, Ile d'Orléans, Que., respondent (unlicensed personnel) and International Union of District 50, United Mine Workers of America, intervener (Returning Officer: G. R. Doucet) (L. G., Oct., p. 613).

## Application for Revocation Granted

The Board granted an application made by Robert Laflamme, et al., for revocation of an order issued on June 13, 1968 (L. G., Sept. 1968, p. 543) certifying the Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, as the bargaining agent of a unit of employees of Curry Moving and Warehousing Ltd., Ottawa, Ont. The application for decertification was unopposed.

## Application for Certification Withdrawn

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Jack Lepine, carrying on business under the name and style of Jack Pine Trucking Dawson Creek, B.C. (employees in Yukon Territory).

## Applications for Certification Received

Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Messabec Limitée, Montreal, Que. (Investigating Officer: J. Coalier).

Overseas Communications Union, Local 272, CLC, on behalf of a unit of supervisors employed by Canadian Overseas Telecommunication Corporation, Montreal, Que. (Investigating Officer: J. Coalier).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees in the Yukon Territory employed by Pacific Terex Ltd., Vancouver, B.C. (Investigating Officer: A. A. Franklin).

General Truck Drivers Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Maroney's Express Limited, St. Catharines, Ont. (Investigating Officer: H. A. Fisher).

National Council of Canadian Labour, Local 214, on behalf of a unit of drivers employed by Queensway Tank Lines Ltd., Chesterville, Ont. (Investigating Officer: G. A. Plante).

Canadian Maritime Union on behalf of a unit of employees of Port Colborne Tug Co. (division of Marine Enterprises Ltd.), Port Colborne, Ont. (Investigating Officer: K. Hulse).

United Brotherhood of Carpenters and Joiners of America on behalf of a unit of carpenters and apprentices employed in the Yukon Territory by Byrnes & Hall Construction Company Limited, Edmonton, Alta. (Investigating Officer: A. A. Franklin).

Amalgamated Meat Cutters and Butcher Workmen of North America, on behalf of a unit of employees of Swift Canadian Company, Limited (Swifts Feed Division), Weston, Ont. (Investigating Officer: K. Hulse).

National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Baton Broadcasting Limited (CFTO-TV), Toronto, Ont. (Investigating Officer: K. Hulse).

## Requests for Review

The Board received ten requests for review under Section 61 (2) of the Act. Each was made by the Transportation-Communication Division of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, and sought to have the Board substitute the present name of the said organization for the name by which it was certified as bargaining agent in earlier decisions issued by the Board. The requests for review, which stemmed from a merger of certain transportation and communications unions, involved units of employees on a number of railway lines, as follows:

Canadian Pacific Railway Company, Montreal, Que. (line and cable employees); Canadian Pacific Railway Company, Montreal, Que. (caretaker agents); Canadian Pacific Railway Company, Montreal, Que. (operators, dispatchers, agents); Canadian National Railways, Montreal, Que. (telecommunications line and cable employees); Canadian National Railways, Montreal, Que. (agents, operators, etc., mainland); Canadian National Railways, Montreal, Que. (agents, operators, etc., Newfoundland); Canadian Pacific Air Lines, Limited, Vancouver International Airport, B. C. (dispatchers, etc.); Northern Alberta Railways Company, Edmonton, Alta. (commercial telegraphers); Napierville Junction Railway Company, Montreal, Que. (agents, operators); and Ontario Northland Railway, North Bay, Ont. (dispatchers, operators, linemen, etc.).



## Decisions Of the Umpire

**CUB 2827.** A plumber who was laid off because of a shortage of material, filed an application for benefit on June 23, but about 10 days later he filed another application to have his unemployment insurance claim antedated to June 16, stating that he was in a position to prove that he had fulfilled all the conditions necessary to be eligible for benefit. The reason that he had not filed for benefit at an earlier date, he said, was because his employer told him that he might be recalled if the material came in to complete the job, and therefore he had waited until the end of the week of June 16 before mailing his claim. He added that he was not recalled by his employer and did not work for anyone during the week starting June 16.

The insurance officer notified the plumber that he was not entitled to have his claim for benefit antedated because he had not established a good reason for the delay in making the claim. In his appeal to the Board of Referees, the plumber stated that he had made several claims in the past and had always followed the same procedure. "I did, however, make one mistake in dating the day of filing my claim the 23rd when I filed it on the 22nd, the 23rd being a Sunday commencing a new week," he said. "I have explained already that I did not file my claim till the end of the week I was claiming, because I expected to be recalled to work. This did not materialize, however. I collected my unemployment book from my employer on June 21 and mailed it with my claim on June 22. I had been on claim three weeks prior to making this claim. I was used to sending in my claim on the first day of the following week I was claiming for. This is the only explanation I have for dating my claim the 23rd when it should have been

dated 22nd. I did state on my claim that the last day I worked was June 14th, and I expected my claim to commence from June 16th."

It was the Board's opinion that the plumber, who was represented by an officer of his union local, had not produced any evidence that his claim had been mailed according to proper procedure. The date on the envelope clearly showed that it was received in the post office on June 24. The Board, therefore, was unanimous in disallowing the appeal.

When the union appealed to the Umpire it said that the plumber was not aware that he had to file the claim within seven days of the last day worked, and that he should not be penalized for making this mistake. The insurance officer stated in his report that the claimant had been assured by his employer that work would be available when materials came in and that he had good reason to believe that this would be in the immediate future. "The claimant's good faith and availability for work can be accepted, and good cause for the short delay of one week in making his claim is considered shown, especially as he immediately filed his application for benefit on June 23 when he was advised by his employer on June 21 that his services would no longer be required. The Umpire agreed with the insurance officer and allowed the union's appeal.



# Publications In the Library

## List No. 249

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in *The Labour Gazette*.

## Annual Reports

■ No. 1—**Alberta. Workmen's Compensation Board.** Fifty-first annual report for the year ended December 31, 1968. Edmonton, 1969. 39p.

■ No. 2—**Ontario. Department of Financial and Commercial Affairs.** Report covering January 1, December 31, 1968. Toronto, Queen's Printer, 1969. 74p. The Department comprises 3 operating divisions: Consumer Protection, Superintendent of Insurance, and Ontario Securities Commission.

■ No. 3—**Newfoundland. Workmen's Compensation Board.** Annual report, 1968. St. John's 1969. 40p.

■ No. 4—**Nova Scotia. Workmen's Compensation Board.** Report for the year ended December 31, 1968. Halifax, Queen's Printer, 1969. 51p.

## Bibliographies

■ No. 5—**Industrial relations theses and dissertations, 1960-1963**, accepted at 36 universities. A compilation sponsored by the Committee of University Industrial Relations Librarians. Edited by Gail Schlachter, Georgianna Herman [and] Vickie Triplett. Madison, University of Wisconsin, Industrial Relations Research Institute, 1969. 118p.

■ No. 6—**Industrial relations theses and dissertations, 1968**, accepted at 30 universities. A compilation sponsored by the Committee of University Industrial Relations Librarians. Edited by Vickie Triplett, 1968-1969 [and] Gail Schlachter, 1967-1968. Madison, University of Wisconsin, Industrial Relations Research Institute, 1969, 75p.

The Canada Department of Labour's copy of each bibliography is for reference purposes in the Library only. Copies of both bibliographies are available from University of Wisconsin, Social Science Graduates' Reference Room, 8432 Social Science Building, Madison, Wisc. 53706, U.S.A. There is a charge of fifty cents (50¢) for the 1960-1963 compilation, and no charge for the 1968 compilation.



■ No. 7—**Mesics, Emil A.** Education and training for effective manpower utilization: business, industry, government, service organizations, educational institutions, foreign countries; an annotated bibliography on education and training in work organizations. Ithaca, N.Y., 1969. 157p.

The Canada Department of Labour's copy is for reference purposes in the Library only. Copies are available at a cost of \$2.50 from New York State School of Industrial and Labor Relations, Cornell University, Ithaca, N.Y. 14850, U.S.A.

### Collective Bargaining

■ No. 8—**Little, Walter.** Collective bargaining in the Ontario government service; a report of the special adviser, His Honour Judge Walter Little, May 1969. [Toronto, Queen's Printer, 1969] viii, 104p. Judge Little was asked to review and to report upon collective bargaining in the Public Service of Ontario and the Crown Agencies and Commissions, and to report on (1) the determination of appropriate bargaining units, (2) the recognition and employee support of bargaining agents, (3) the scope of bargaining, (4) the form that agreements may take, and (5) the methods and procedures of negotiation within the bargaining system in which compulsory arbitration is the final means of resolving disputes.

■ No. 9—**Quinet, Félix.** The content and role of collective agreements in Canada; a series of eight articles published in *Industrial Relations*, quarterly review of the Department of Industrial Relations, Faculty of Social Sciences, Laval University, Québec, Canada. Don Mills, Ont., CCH Canadian Limited, 1969. 82p. English and French, the latter inverted with special title page.

### Conferences

■ No. 10—**Industrial Relations Research Association.** Proceedings of the Twenty-first annual winter meeting, December 29-30, 1968, Chicago, Illinois. Edited by Gerald G. Somers. Madison, 1969. ix, 401p. Topics discussed dealt with industrial relations, the labour market, employee compensation and manpower policies.

■ No. 11—**International Association of Industrial Accident Boards and Commissions.** Convention proceedings, Milwaukee, Wisconsin, September 15-19, 1968. [Little Rock, Ark.? 1969] 343p.

### Economic Conditions

■ No. 12—**France. Institut National de la Statistique et des Etudes Economiques.** Tableaux de l'économie française. 6e éd. Paris, 1968. 571p.

■ No. 13—**Manitoba. Commission on Targets for Economic Development to 1980.** Manitoba to 1980; report. Winnipeg, Manitoba Dept. of Industry and Commerce, 1969. 551p. Rex E. Grose, chairman. "The Commission had as its mission to inquire into and report upon the present position and future prospects of the industrial, commercial, and related sectors of the Manitoba economy, and to set targets for their development to 1980. The findings, considered in relation to the targets, were to form the basis for recommendations on how best to stimulate and coordinate public and private activities in industrial and commercial development in the province." More than 300 citizens participated for more than a year as members of the Commission, as members of Advisory Committees, or personally as advisors and consultants.

■ No. 14—**Organization for Economic Cooperation and Development.** Economic surveys: Canada. March 1969. Paris, 1969. 50p.

■ No. 15—**Reid, Timothy E., ed.** Contemporary Canada: readings in economics; articles selected and edited by Timothy E. Reid. Consultant: James E. Doris. Toronto, Holt, Rinehart and Winston of Canada, c1969. 435p.

### Labour Laws and Legislation

■ No. 16—**Saskatchewan. Department of Labour.** Saskatchewan labour legislation. April 1969. Regina, 1969. 118p.

■ No. 17—**U.S. Bureau of Labor Standards.** Growth of labor law in the United States. 2d ed. Washington, GPO, 1967. 311p.

## Labour Supply

■ No. 18—**International Labour Office**. Manpower aspects of recent economic developments in Europe. Geneva, 1969. 175p.

■ No. 19—**Organization for Economic Cooperation and Development**. Statistics of the occupational and educational structure of the labour force in 53 countries. Paris, 1969. 287p. English and French.

■ No. 20—**Saskatchewan. Department of Labour. Research and Planning Branch**. Population and estimated labour force by residence (urban and rural), sex, industries and Canada Manpower Centre local office areas, 1966. Regina, 1968. 36p.

■ No. 21—**Saskatchewan. Department of Labour. Research and Planning Branch**. Selected characteristics of the Saskatchewan labour force, 1961. Regina, 1968. lv. (unpaged).

## Labouring Classes

■ No. 22—**Blackburn, Robert Martin**. Union character and social class: a study of white-collar unionism. London, Batsford, 1967. 304p. A study of unionism among British bank employees.

■ No. 23—**Organisation for Economic Cooperation and Development**. Housing and labour mobility; a preliminary report, by J. B. Cullingworth. Paris, 1969. 76p.

## Occupations

■ No. 24—**International Labour Office**. International standard classification of occupations. Rev. ed. 1968. Geneva, 1969. 355p.

## Wages and Hours

■ No. 25—**Alberta. Bureau of Statistics**. Alberta technicians salary survey, 1 February, 1969; ranges of salary rates, medians and weighted averages by industry, Alberta—Calgary—Edmonton—all other Alberta areas. Edmonton, 1969. 44p.

■ No. 26—**Employers' Council of British Columbia**. Comparative study of British Columbia wage levels and related factors. 2d printing with minor revisions. Prepared by John G. Campbell [and] V. John Raybould. Vancouver, 1968. 2v. Contents: pt.1. Analysis and observations. pt.2. Data supplement.

■ No. 27—**Great Britain. National Board for Prices and Incomes**. Top salaries in the private sector and nationalised industries. London, HMSO, 1969. [86]p. Its Report no. 107.

■ No. 28—**International Labour Office**. Minimum wage fixing and economic development. Geneva, 1968. 217p.

■ No. 29—**Nova Scotia. Department of Labour. Economics and Research Division**. Pilot survey, small firm wage rates, salaries and hours of labour, Nova Scotia, 1968: cleaners, laundries and pressers, fish products, general and variety stores, sawmills. Halifax, 1969. 34p.

## Miscellaneous

■ No. 30—**American Management Association**. A new dimension to job evaluation [by] Anthony M. Pasquale. New York, 1969. 14p.

■ No. 31—**Jenks, Clarence Wilfred**. Britain and the I.L.O. London, David Davies Memorial Institute of International Studies, 1969. 20p. David Davies memorial lecture, London, 4 Feb. 1969.



# Statistics Section

## Labour Statistics

Labour Statistics		Percentage Change	
		From	
Principal Items	Date	Amount	Previous Month Previous Year
		(in thousands)	
TOTAL CIVILIAN LABOUR FORCE*		8,126	- 4.3 + 1.9
Week ended September 20, 1969.....			
Employed.....		7,847	- 4.0 + 1.8
Agriculture.....		581	- 8.6 - 4.0
Non-agriculture.....		7,266	- 3.6 + 2.3
Paid workers.....		6,749	- 4.3 + 1.8
At work 35 hours or more.....		6,406	+ 4.6 + 1.2
At work less than 35 hours.....		1,125	+16.6 + 4.5
Employed but not at work.....		316	-70.8 + 3.6
Unemployed.....		279	-12.3 + 6.5
Atlantic.....		32	-15.8 +14.3
Quebec.....		124	-10.1 +25.3
Ontario.....		68	-18.1 - 6.8
Prairie.....		22	-15.4 -15.4
British Columbia.....		33	- - 8.3
Without work and seeking work.....		265	-11.1 + 6.4
On temporary layoff up to 30 days.....		14	-30.0 + 7.7
INDUSTRIAL EMPLOYMENT (1961 =100).....	—Aug.	130.1	+ 1.1 + 2.5
Manufacturing employment (1961 =100).....	—Aug.	127.0	+ 1.5 + 1.4
IMMIGRATION.....	1st 6 mos.	71,121	- -16.7
Destined to the labour force.....	1st 6 mos.	37,951	- -15.5
STRIKES AND LOCKOUTS			
Strikes and lockouts.....	—Aug.	117	+ 3.5 -19.9
No. of workers involved.....	—Aug.	74,686	+ 5.6 +24.6
Duration in man days.....	—Aug.	1,178,780	+11.4 +85.5
EARNINGS AND INCOME			
Average weekly wages and salaries (ind. comp.).....	—Aug.	\$118.75	+ 0.2 + 7.0
Average hourly earnings (mfg.).....	—Aug.	\$ 2.78	+ 0.4 + 7.3
Average hours worked per week (mfg.).....	—Aug.	40.2	+ 0.8 - 0.5
Average weekly wages (mfg.).....	—Aug.	\$111.43	+ 0.7 + 6.5
Consumer price index (1961 =100).....	—Sept.	126.6	- 0.2 + 4.5
Index numbers of weekly wages in 1961 dollars (1961 =100).....	—Aug.	117.1	- 1.4 + 3.0
Total labour income (Millions of dollars).....	—June	\$3,353	+ 2.9 +12.5
INDUSTRIAL PRODUCTION			
Total (average 1961 =100).....	—Aug.	164.2	- 1.6 + 3.7
Manufacturing.....	—Aug.	166.4	- 1.7 + 6.0
Durables.....	—Aug.	183.2	- 4.1 + 4.3
Non-durables.....	—Aug.	152.7	+ 0.7 + 7.5
NEW RESIDENTIAL CONSTRUCTION†			
Starts.....	—Aug.	16,227	+ 7.8 +12.1
Completions.....	—Aug.	11,887	-11.6 - 4.4
Under construction.....	—Aug.	117,381	+ 3.4 +24.8

\* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.  
† Centres of 10,000 population or more.

# Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

## A—Labour Force

Table A-1—Regional Distribution, Week Ended September 20, 1969

	Canada	Atlantic	Quebec	Ontario	Prairies	B.C.
(in thousands)						
THE LABOUR FORCE.....	8,126	656	2,277	3,002	1,352	839
Men.....	5,513	454	1,568	2,007	922	562
Women.....	2,613	202	709	995	430	277
14-19 years.....	774	70	219	245	149	91
20-24 years.....	1,216	126	389	399	190	112
25-44 years.....	3,487	244	996	1,344	535	368
45-64 years.....	2,435	201	620	932	434	248
65 years and over.....	214	15	53	82	44	20
EMPLOYED.....	7,847	624	2,153	2,934	1,330	806
Men.....	5,323	430	1,479	1,963	910	541
Women.....	2,524	194	674	971	420	265
Agriculture.....	581	27	115	144	272	23
Non-agriculture.....	7,266	597	2,038	2,790	1,058	783
Paid workers.....	6,749	544	1,877	2,617	983	728
Men.....	4,454	368	1,268	1,709	629	480
Women.....	2,295	176	609	908	354	248
UNEMPLOYED.....	279	32	124	68	22	33
Men.....	190	24	89	44	12	21
Women.....	89	*	35	24	10	12
PERSONS NOT IN LABOUR FORCE.....	6,593	711	1,943	2,261	1,031	647
Men.....	1,782	223	514	590	279	176
Women.....	4,811	488	1,429	1,671	752	471

\* Less than 10,000 SOURCE: Labour Force Survey, DBS.



Table A-2—Age, Sex and Marital Status, Week Ended September 20, 1969

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
(in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	14,719	2,439	4,176	1,163	4,267	1,130	1,544
LABOUR FORCE.....	8,126	774	3,994	928	1,449	767	214
Employed.....	7,847	710	3,906	867	1,419	740	205
Unemployed.....	279	64	88	61	30	27	**
NOT IN LABOUR FORCE.....	6,593	1,665	182	235	2,818	363	1,330
PARTICIPATION RATE†							
1969 Sept. 20.....	55.2	31.7	95.6	79.8	34.0	67.9	13.9
Aug. 23.....	57.8	44.9	96.2	88.2	32.2	69.5	13.8
UNEMPLOYMENT RATE‡							
1969 Sept. 20.....	3.4	8.3	2.2	6.6	2.1	3.5	**
Aug. 23.....	3.7	7.4	2.6	6.6	2.5	3.0	**

\* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population 14 years of age and over.

‡ The unemployed as a percentage of the labour force.

\*\* Less than 10,000 unemployed.

SOURCE: Labour Force Survey, DBS.

Table A-3—Unemployed, Week Ended September 20, 1969

	Sept. 1969	Aug. 1969	Sept. 1968
(in thousands)			
TOTAL UNEMPLOYED	279	318	262
On temporary layoff up to 30 days	14	20	13
Without work and seeking work	265	298	249
Seeking:			
Full-time work	249	275	234
Part-time work	16	23	15
Under 1 month	88	86	83
1-3 months	100	115	91
4-6 months	30	36	38
More than 6 months	47	61	37

SOURCE: Labour Force Survey, DBS.

## B—Labour Income

Table B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									Totals ††
	Mining	Manu- facturing	Trans- portation Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	
(millions of dollars)										
1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,580	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	9,972	11,461	1,818	35,230
1968—July.....	74.4	754.9	249.1	40.6	240.9	54.0	412.6	967.6	162.3	2,991.7
August.....	74.4	777.2	258.4	42.2	247.9	54.3	414.8	975.5	154.2	3,034.4
September.....	73.6	799.8	266.1	41.7	251.7	54.5	422.8	982.7	165.8	3,089.5
October.....	74.5	799.1	264.6	40.8	243.2	54.2	430.4	987.9	151.7	3,070.7
November.....	75.2	799.9	265.9	39.6	233.9	54.2	446.8	1,011.0	149.6	3,095.2
December.....	74.6	785.4	261.9	29.6	188.4	54.2	459.4	1,003.3	153.1	3,026.8
1969—January.....	76.2	790.3	271.4	24.1	186.8	53.8	439.6	1,004.5	146.2	3,007.0
February.....	77.3	803.2	259.9	27.4	200.8	51.1	440.3	1,028.4	167.5	3,070.1
March.....	78.4	815.9	261.6	31.0	198.8	53.2	447.6	1,033.6	167.7	3,103.6
April.....	75.6	819.6	265.7	28.9	213.1	55.8	454.5	1,047.6	169.2	3,148.7
May.....	74.7	841.0	271.5	38.1	229.0	57.2	465.1	1,088.2	169.3	3,257.6
June*.....	75.8	859.3	280.8	43.6	241.3	58.7	477.5	1,106.0	188.6	3,359.6
July†.....	74.1	847.6	288.1	46.2	258.7	59.2	468.1	1,143.9	183.8	3,403.4
August‡.....	70.1	840.2	291.6	45.7	271.3	60.9	468.3	1,140.1	178.6	3,403.1

### Seasonally Adjusted

1966—Total.....	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total.....	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1968—Total.....	878	9,144	3,024	424	2,598	635	4,973	11,461	1,819	35,230
1968—July.....	73.9	755.6	239.7	35.3	215.0	52.7	412.6	959.9	153.4	2,921.1
August.....	73.4	764.2	251.1	27.0	216.7	52.4	418.7	970.3	155.1	2,961.5
September.....	74.1	782.5	258.4	34.6	222.4	53.5	422.2	972.5	156.9	3,000.4
October.....	75.1	785.5	261.1	34.7	216.1	53.8	427.3	980.0	157.8	3,014.6
November.....	75.3	792.2	267.2	35.3	224.5	53.9	435.3	1,010.4	160.8	3,078.1
December.....	74.8	801.1	274.0	33.0	219.8	54.6	443.8	1,010.6	161.9	3,096.6
1969—January.....	76.5	809.6	272.3	28.3	219.2	54.7	448.6	1,026.7*	161.6*	3,120.9*
February.....	77.1	817.9	268.8	30.4	236.0	52.0	452.1	1,047.8*	164.5*	3,169.8*
March.....	78.1	826.7	273.6	39.2	228.5	54.9	457.6	1,048.7*	165.8*	3,196.4*
April.....	78.4	827.2	271.4	41.1	233.4	57.0	459.0	1,057.9*	167.1*	3,216.4*
May.....	74.9	838.1	271.8	41.0	226.9	57.7	465.6	1,090.8*	170.2*	3,260.0*
June*.....	73.7	844.9	275.9	40.2	225.4	58.1	470.9	1,089.2	173.5	3,275.3
July†.....	72.9	851.7	278.4	40.5	230.2	57.9	467.6	1,135.7	175.4	3,332.8
August‡.....	69.5	826.9	282.5	39.2	236.7	59.0	470.7	1,134.2	173.3	3,314.9

\* Revised † Preliminary ‡ Advance

\*\* Includes post office wages and salaries

†† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: Estimates of Labour Income (DBS Cat. No. 72-005).



## C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at June 1969, employers in the principal non-agricultural industries reported a total employment of 3,846,593. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a

sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

Table C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961 = 100)			Index Numbers (1961 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			\$			\$
<b>AVERAGE</b>						
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965.....	114.3	116.3	91.01	117.2	116.2	94.78
1966.....	120.7	123.1	96.30	123.5	122.8	100.13
1967.....	122.6	131.4	102.79	123.2	130.6	106.53
1968.....	122.7	140.4	109.88	122.1	140.3	114.42
1968—						
May.....	122.6	139.9	109.46	122.0	140.2	114.43
June.....	124.6	140.5	109.96	123.3	140.1	114.23
July.....	124.0	140.6	109.97	121.9	138.8	113.20
August.....	126.9	141.8	110.95	125.3	140.4	114.48
September.....	126.7	143.8	112.52	125.8	143.6	117.08
October.....	126.0	144.3	112.90	124.6	144.8	118.08
November.....	125.7	144.9	113.37	124.0	145.5	118.70
December.....	122.7	140.5	109.94	121.4	140.9	114.92
1969—January.....	121.4	145.8	114.04	121.8	146.5	119.47
February.....	121.9	147.4	115.30	122.5	148.1	120.80
March.....	122.6	148.4	116.11	123.2	149.3	121.72
April.....	123.4	148.8	116.43	123.6	149.4	121.84
May*.....	127.0*	149.9	117.26	126.2*	150.3	122.58*
June†.....	129.8	150.5	117.72	128.6	150.4	122.68

\* Revised. † Preliminary.

† Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	June 1969	May 1969	June 1968	June 1969	May 1969	June 1968
<hr/>						
REGION AND PROVINCE	(1961 = 100)			\$	\$	\$
Atlantic Region.....	123.5	117.7	121.4	96.04	96.10	90.06
Newfoundland.....	121.4	116.6	124.7	103.72	104.54	99.79
Prince Edward Island.....	143.2	129.0	139.7	78.78	80.86	72.44
Nova Scotia.....	122.5	116.8	117.3	94.77	94.70	88.24
New Brunswick.....	124.3	118.4	122.7	94.46	93.86	87.65
Quebec.....	122.7	119.8	120.0	114.25	114.70	107.36
Ontario.....	134.0	131.5	126.7	121.90	121.25	113.43
Prairie Region.....	129.4	126.1	125.1	113.31	111.45	105.39
Manitoba.....	120.3	118.0	117.4	108.88	107.31	101.33
Saskatchewan.....	122.0	119.9	124.6	108.27	107.38	104.86
Alberta.....	140.1	135.5	131.9	118.33	115.98	108.66
British Columbia.....	139.3	137.6	131.3	128.98	127.89	121.94
<hr/>						
CANADA.....	129.8	127.0	124.6	117.72	117.26	109.96
<hr/>						
URBAN AREAS						
St. John's.....	140.1	138.3	137.2	95.02	93.29	88.16
Halifax.....	121.7	118.5	115.8	97.59	96.86	92.57
Sydney.....	91.3	91.4	102.0	101.99	98.36	94.63
Moncton.....	128.5	126.0	120.1	92.49	92.19	87.13
Saint John.....	113.0	112.8	107.7	98.42	95.23	90.69
Chicoutimi.....	114.2	110.5	108.5	138.48	131.80	128.75
Montreal.....	125.2	123.5	122.5	116.06	116.97	108.79
Quebec.....	115.0	113.2	113.9	98.68	98.52	94.08
Shawinigan.....	95.2	94.2	100.6	121.34	121.02	109.38
Sherbrooke.....	118.0	115.9	111.7	98.68	99.32	94.61
Trois-Rivières.....	117.2	114.6	115.8	107.79	107.64	100.26
Ottawa-Hull.....	139.4	136.1	129.3	110.11	109.33	102.88
Belleville.....	126.6	123.3	116.2	103.90	103.23	95.05
Brampton.....	288.5	282.2	261.4	119.00	119.04	110.29
Brantford.....	140.6	135.9	116.2	112.69	111.21	100.11
Fort William-Port Arthur.....	128.2	124.6	123.2	119.43	118.11	106.06
Guelph.....	144.2	143.5	138.1	110.10	108.36	105.66
Hamilton.....	126.0	124.5	119.0	122.66	122.55	117.24
Kingston.....	133.6	130.8	125.8	115.72	113.53	105.91
Kitchener.....	157.5	154.4	144.0	108.47	107.60	101.38
London.....	126.6	124.7	119.8	115.25	113.92	104.12
Niagara Falls.....	118.1	113.9	107.2	111.32	113.00	103.98
Oshawa.....	143.6	144.9	132.3	135.78	136.23	131.95
Peterborough.....	144.6	142.9	132.1	122.64	121.90	113.91
Sarnia.....	143.8	143.1	140.7	159.00	155.69	142.42
Sault Ste. Marie.....	128.4	125.2	121.2	134.11	133.78	123.35
Sudbury.....	126.6	128.0	116.4	140.68	142.53	130.71
St. Catharines.....	143.1	143.3	127.6	131.26	133.84	120.29
Timmins.....	75.9	72.5	77.6	105.42	105.16	101.81
Toronto.....	135.8	133.0	128.6	123.33	122.25	113.63
Welland.....	116.0	114.7	107.9	138.06	139.11	127.94
Windsor.....	150.3	154.8	150.2	136.16	137.53	129.95
Winnipeg.....	122.8	120.9	119.0	101.42	100.32	93.98
Regina.....	128.1	122.7	124.3	103.51	103.26	97.46
Saskatoon.....	144.4	139.7	147.2	103.02	99.90	98.72
Calgary.....	150.9	147.9	140.3	117.35	115.35	108.48
Edmonton.....	146.9	143.1	139.6	112.66	110.01	104.07
Vancouver.....	139.0	139.5	130.6	125.54	124.01	116.81
Victoria.....	134.6	132.3	124.7	114.43	114.91	105.16

\* Latest figures subject to revision. SOURCE: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).



Table C-3—Estimates of Employees by Industry, Provinces and Canada

	For- estry	Mines, Quar- ries and Oil Wells	Manufacturing		Con- struc- tion	Trans- porta- tion, Communi- cation and Other Utilities	Trade	Fi- nance, Insur- ance and Real Estate	Community, Business and Personal Services		Public Admin- istra- tion and De- fence††	Total Speci- fied Indus- tries
			Non- du- rables	Du- rables					Non- com- mercial Sector‡	Com- mercial Sector**		
(in thousands)												
CANADA												
June 1969*.....	—	124.6	893.8	840.9	384.6	—	1,073.0	301.4	1,133.1	718.1	417.1	6,659.3
May 1969*.....	64.5	118.9	874.1	830.6	363.1	673.0	1,050.2	298.3	1,127.7	683.0	407.5	6,491.0
June 1968.....	76.9	123.8	862.7	789.8	397.4	649.8	983.6	281.0	1,061.7	631.5	419.2	6,277.4
NEWFOUNDLAND												
May 1969*.....	1.1	5.0	10.3	1.7	8.6	13.8	17.4	2.2	21.7	8.6	8.1	96.4
April 1969†.....	1.4	5.7	7.8	1.6	7.2	14.0	17.1	2.2	21.7	7.8	7.6	94.2
May 1968.....	1.3	5.8	10.0	2.1	8.3	14.8	15.6	1.9	22.2	7.6	8.1	97.7
PRINCE EDWARD ISLAND												
May 1969*.....	—	—	2.4	0.4	1.5	2.8	4.6	0.6	6.0	1.8	2.1	22.2
April 1969†.....	—	—	1.6	0.4	1.2	2.7	4.1	0.6	6.0	1.6	2.0	20.3
May 1968.....	—	—	2.2	0.5	1.8	3.1	4.2	0.6	5.9	1.7	2.2	22.2
NOVA SCOTIA												
May 1969*.....	2.7	5.8	18.8	14.6	14.0	24.1	32.6	7.0	41.2	16.2	20.4	197.4
April 1969†.....	2.0	6.8	17.7	14.1	12.9	23.1	31.5	6.9	40.2	15.6	20.1	191.0
May 1968.....	2.5	6.8	18.5	14.9	13.5	21.9	32.2	6.4	37.3	13.8	20.0	187.7
NEW BRUNSWICK												
May 1969*.....	5.5	2.4	20.0	11.0	10.1	20.9	25.6	4.6	32.2	10.8	12.0	155.1
April 1969†.....	2.6	2.3	17.2	10.7	8.1	21.3	24.9	4.5	32.0	9.9	11.4	145.1
May 1968.....	7.0	2.6	18.5	11.6	9.3	20.7	24.0	4.4	30.8	9.7	11.0	149.6
QUEBEC												
May 1969*.....	18.1	22.8	325.4	199.6	74.1	184.0	258.4	83.6	307.3	170.8	84.3	1,728.4
April 1969†.....	7.5	24.5	320.4	197.2	76.2	172.0	255.8	85.9	306.3	163.5	83.4	1,692.8
May 1968.....	22.5	26.0	318.8	193.9	91.1	177.1	244.1	78.4	291.6	157.6	87.1	1,688.3
ONTARIO												
May 1969*.....	9.9	36.1	376.6	471.2	146.6	217.7	423.3	129.5	412.4	278.0	167.9	2,669.1
April 1969†.....	8.1	35.1	369.7	464.5	143.7	208.7	409.6	127.1	421.8	268.3	165.0	2,621.4
May 1968.....	10.5	36.0	363.5	441.4	148.8	208.1	377.8	120.4	381.6	251.3	169.2	2,508.6
MANITOBA												
May 1969*.....	0.9	7.1	28.8	21.6	16.6	46.0	54.8	13.5	52.2	33.2	20.0	294.6
April 1969†.....	0.6	6.9	28.0	21.3	15.3	42.1	53.0	13.3	49.9	31.4	19.3	281.0
May 1968.....	1.1	6.6	27.5	20.2	16.3	45.4	53.8	13.0	48.9	28.3	19.5	280.7
SASKATCHEWAN												
May 1969*.....	0.4	5.4	10.3	5.7	13.6	26.3	39.7	8.7	46.7	21.3	18.7	196.8
April 1969†.....	0.3	5.2	9.9	5.4	11.5	24.9	39.1	10.0	47.5	21.2	17.6	192.6
May 1968.....	0.5	5.2	9.7	5.9	16.9	26.8	40.5	7.9	46.6	20.2	18.1	198.3
ALBERTA												
May 1969*.....	1.8	21.4	27.7	26.3	39.3	52.8	84.6	18.4	97.0	59.0	32.1	460.3
April 1969†.....	1.5	20.8	26.9	26.0	35.7	49.7	82.7	18.3	95.9	54.5	31.3	443.4
May 1968.....	1.7	19.2	27.0	22.8	37.0	50.4	80.6	17.7	87.4	51.2	31.3	426.5
BRITISH COLUMBIA												
May 1969*.....	24.2	10.2	53.7	78.4	38.0	82.6	108.1	30.2	109.5	82.0	39.6	656.5
April 1969†.....	19.7	9.7	51.6	76.2	33.9	78.8	107.6	30.3	109.4	79.7	39.0	635.9
May 1968.....	19.0	10.2	51.1	71.1	37.6	76.6	101.6	27.6	98.0	69.7	38.5	601.1

\* Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations, and private households.

\*\* Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

NOTE: In January 1969, DBS expanded the estimates to include all non-agricultural employees. Additions were also made for welfare and religious organizations, municipal governments, provincial government employees not otherwise listed, and employees engaged in fishing, trapping and private household work. Estimates may not add to totals due to rounding. Yukon and NWT included in Canada Total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	June 1969	May 1969	June 1968	June 1969	May 1969	June 1968
	(1961 = 100)			\$	\$	\$
MINING, INCLUDING MILLING.....	111.4	107.6	113.3	145.62	147.10	137.94
Metals.....	102.5	99.6	107.1	143.62	147.16	138.90
Mineral fuels.....	103.1	102.4	105.4	160.57	158.39	143.94
Non-metals except fuels.....	128.7	120.3	129.0	130.09	133.26	124.91
Quarries and sand pits.....	115.6	115.5	118.5	134.43	130.28	119.02
Services incidental to mining.....	166.3	153.0	151.1	151.48	149.10	144.57
MANUFACTURING.....	128.6	126.2	123.3	122.68	122.58	114.23
Durable goods.....	140.8	138.8	132.4	131.89	131.81	123.27
Non-durable goods.....	118.8	116.0	116.0	113.83	113.64	105.90
Food and beverages.....	114.9	109.3	114.0	108.27	107.89	100.78
Foods.....	114.0	108.4	114.4	104.30	103.99	97.92
Beverages.....	120.4	114.7	110.9	131.89	131.08	119.31
Tobacco processing and products.....	90.8	87.7	93.6	132.64	129.61	125.39
Rubber products.....	127.5	126.2	114.3	125.90	126.06	111.44
Leather products.....	101.5	100.5	100.3	79.74	81.03	75.13
Textile products.....	122.7	121.8	117.0	101.34	101.33	95.20
Knitting mills.....	119.1	116.8	114.4	77.50	78.04	70.91
Clothing.....	109.6	108.2	109.7	74.48	75.47	69.24
Wood products.....	118.7	115.7	110.8	109.34	110.01	103.85
Furniture and fixtures.....	135.7	130.6	127.5	99.77	99.78	92.46
Paper and allied industries.....	125.3	121.9	121.5	142.46	141.52	132.52
Printing, publishing and allied industries.....	116.2	114.9	115.9	129.17	127.30	119.74
Primary metal industries.....	134.3	132.1	127.1	145.57	145.94	137.68
Metal fabricating industries.....	138.5	136.7	131.0	128.72	128.37	120.34
Machinery, except electrical.....	151.4	149.3	133.5	139.94	139.77	127.95
Transportation equipment.....	157.5	157.8	150.7	144.99	144.44	134.81
Electrical products.....	153.6	151.0	142.5	125.62	125.02	117.63
Non-metallic mineral products.....	121.5	118.8	120.2	132.46	131.96	122.15
Petroleum and coal products.....	106.9	105.6	107.7	177.16	183.24	167.03
Chemicals and chemical products.....	122.5	122.0	120.2	138.73	137.80	128.95
Miscellaneous manufacturing industries.....	149.0	146.7	137.8	104.67	104.86	98.47
CONSTRUCTION.....	120.3	114.4	128.5	149.17	149.54	137.52
Building.....	125.4	120.0	132.4	144.91	145.25	134.31
Engineering.....	111.4	104.7	121.8	157.46	158.03	143.57
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	115.1	114.1	110.3	131.24	130.78	122.27
Transportation.....	111.8	109.6	106.0	129.74	129.29	121.64
Storage.....	112.9	111.9	113.9	116.55	116.20	107.39
Communication.....	120.4	123.6	118.3	126.78	126.65	116.08
TRADE.....	136.4	134.7	128.8	94.98	93.59	87.21
Wholesale trade.....	129.6	128.2	123.5	118.21	117.11	108.61
Retail trade.....	140.1	138.3	131.7	83.13	81.57	76.08
FINANCE, INSURANCE AND REAL ESTATE.....	139.6	138.0	131.8	115.98	114.62	106.10
Financial institutions.....	144.0	142.6	134.2	113.93	112.49	103.54
Insurance and real estate.....	133.6	131.9	128.4	118.98	117.73	109.69
SERVICE.....	177.3	171.3	160.9	84.45	83.59	79.70
Recreational services.....	178.7	166.3	155.2	80.28	77.34	69.95
Business services.....	191.5	187.2	174.1	129.79	129.68	123.47
Personal services.....	161.0	156.4	149.5	63.10	62.36	58.18
Miscellaneous services.....	212.2	203.7	185.8	87.31	86.11	88.77
INDUSTRIAL COMPOSITE.....	129.8	127.0	124.6	117.72	117.26	109.96

\* Latest figures subject to revision.  
NOTE: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).



**Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry**

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1969	May 1969	June 1968	June 1969	May 1969	June 1968	June 1969	May 1969	June 1968
				\$	\$	\$	\$	\$	\$
<b>MINING, INCLUDING MILLING</b> .....	40.8	41.5	42.0	3.25	3.24	3.05	132.82	134.51	127.87
Metals.....	39.7	41.0	41.4	3.35	3.36	3.18	133.14	137.84	131.50
Mineral fuels.....	42.2	41.0	41.3	2.95	2.97	2.63	124.76	121.80	108.73
Non-metals, except fuels.....	40.8	41.7	42.4	3.02	2.98	2.85	123.38	124.28	120.88
Quarries and sand pits.....	48.3	49.2	48.1	2.76	2.64	2.41	133.43	129.87	115.86
Services incidental to mining.....	42.1	41.1	43.2	3.54	3.49	3.29	148.67	143.41	142.32
<b>MANUFACTURING</b> .....	40.2	40.4	40.4	2.78	2.77	2.57	111.81	111.97	103.94
Durable goods.....	40.7	41.0	41.0	2.99	2.98	2.77	121.78	122.21	113.65
Non-durable goods.....	39.7	39.8	39.9	2.56	2.55	2.37	101.69	101.48	94.45
Food and beverages.....	40.1	39.7	40.3	2.44	2.45	2.26	97.95	97.18	91.19
Foods.....	40.0	39.6	40.2	2.36	2.37	2.22	94.21	93.77	88.98
Beverages.....	41.4	40.2	41.3	3.05	3.04	2.68	126.04	122.49	110.67
Tobacco processing and products.....	37.1	36.5	39.1	3.23	3.19	2.99	119.80	116.74	116.79
Rubber products.....	40.6	40.8	40.1	2.88	2.87	2.48	117.05	117.33	99.52
Leather products.....	38.0	39.2	39.2	1.91	1.90	1.75	72.42	74.33	68.67
Textile products.....	40.8	41.3	41.1	2.19	2.17	2.03	89.36	89.73	83.51
Miscellaneous textiles.....	38.8	39.6	39.7	2.28	2.21	2.15	88.64	87.66	85.54
Knitting mills.....	40.0	40.8	40.0	1.71	1.70	1.57	68.48	69.08	62.77
Clothing.....	36.0	37.1	36.4	1.87	1.86	1.72	67.46	69.02	62.60
Wood products.....	39.0	39.6	40.5	2.66	2.65	2.44	103.86	104.83	98.91
Furniture and fixtures.....	41.4	41.5	41.2	2.20	2.20	2.04	90.82	91.51	84.18
Paper and allied industries.....	41.1	41.1	41.6	3.27	3.24	3.01	134.52	133.10	125.00
Pulp and Paper mills.....	41.3	41.2	41.9	3.57	3.53	3.25	147.75	145.46	136.13
Printing, publishing and allied industries....	38.3	37.8	38.4	3.33	3.28	3.05	127.44	124.09	117.22
Primary metal industries.....	41.0	41.5	41.1	3.32	3.31	3.13	136.34	137.45	128.59
Iron and steel mills.....	40.4	41.3	40.6	3.39	3.42	3.26	137.07	141.57	132.46
Metal fabricating industries.....	41.0	41.3	41.2	2.96	2.94	2.74	121.39	121.23	112.98
Machinery, except electrical.....	41.1	41.2	41.2	3.14	3.14	2.82	129.28	129.31	116.33
Transportation equipment.....	40.5	40.9	40.6	3.30	3.28	3.07	133.74	134.17	124.69
Aircraft and parts.....	40.7	39.8	39.0	3.36	3.24	2.93	136.77	129.03	114.15
Motor vehicles.....	40.0	40.9	41.2	3.40	3.38	3.17	136.05	138.01	130.76
Assembling.....	40.9	41.2	41.8	3.71	3.65	3.42	151.44	150.59	142.94
Parts and accessories.....	38.9	40.4	40.6	3.21	3.24	3.01	124.89	130.66	122.21
Shipbuilding and repairing.....	41.8	42.2	40.1	3.23	3.32	3.15	135.30	140.22	126.43
Electrical products.....	40.2	40.2	40.3	2.71	2.70	2.51	108.94	108.59	101.35
Communications equipment.....	40.0	40.0	39.9	2.58	2.59	2.38	103.22	103.55	95.04
Non-metallic mineral products.....	43.3	43.3	43.5	2.96	2.93	2.68	128.12	127.04	116.26
Petroleum and coal products.....	43.2	45.7	43.0	3.74	3.79	3.67	161.73	173.33	157.49
Chemical and chemical products.....	40.9	40.9	40.8	2.97	2.95	2.76	121.25	120.36	112.59
Miscellaneous manufacturing industries....	40.0	40.4	40.3	2.24	2.23	2.09	89.65	90.04	84.14
<b>CONSTRUCTION</b> .....	40.3	40.7	41.2	3.62	3.61	3.28	145.90	146.61	135.02
Building.....	37.9	38.4	38.6	3.74	3.70	3.40	141.68	142.24	131.41
General contractors.....	38.8	38.3	39.2	3.58	3.57	3.33	138.74	136.53	130.68
Special trade contractors.....	37.2	38.5	38.1	3.87	3.81	3.47	143.94	146.71	132.04
Engineering.....	45.0	45.2	45.9	3.43	3.44	3.09	153.99	155.26	141.80
Highways, bridges and streets.....	46.0	45.7	48.0	2.97	2.95	2.59	136.33	135.11	124.48
Other engineering.....	43.9	44.6	43.7	3.93	3.90	3.66	172.62	174.20	160.15
<b>OTHER INDUSTRIES</b> .....									
Urban transit.....	41.6	42.8	41.6	3.38	3.37	3.10	140.72	144.21	129.17
Highway and bridge maintenance.....	40.4	37.9	38.3	2.50	2.51	2.35	100.97	94.95	90.07
Laundries, cleaners and pressers.....	37.6	38.1	38.6	1.64	1.61	1.51	61.75	61.33	58.25
Hotels, restaurants and taverns.....	32.5	32.1	33.8	1.63	1.62	1.48	52.97	51.97	49.82

Latest figures subject to revision.

SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

**Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing**

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
Average		\$	\$		
1964.....	41.0	2.02	79.51	106.8	103.7
1965.....	41.0	2.12	82.96	111.4	106.3
1966.....	40.8	2.25	86.94	116.8	108.8
1967.....	40.3	2.40	91.65	123.1	110.5
1968†.....	40.3	2.58	96.84	130.1	112.8
Last Pay Period in					
1968—June.....	40.4	2.57	103.94	139.6	115.9
July.....	40.0	2.56	102.23	137.3	113.7
August.....	40.4	2.59	104.63	140.5	116.1
September.....	41.0	2.62	107.43	144.3	118.9
October.....	40.9	2.64	108.22	145.4	119.2
November.....	40.9	2.66	108.68	146.0	119.4
December.....	38.0	2.70	102.56	137.8	112.4
1969—January.....	40.1	2.71	108.42	145.6	118.8
February.....	40.3	2.72	109.65	147.3	119.5
March.....	40.5	2.74	110.97	149.1	119.6
April.....	40.3	2.75	110.87	148.9	119.2
May*.....	40.4	2.77	111.97	150.4	119.5
June†.....	40.2	2.78	111.81	150.2	118.8

\* Revised. † Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DBS. SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

**Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province**

	Average Weekly Hours*			Average Hourly Earnings*		
	June 1969	May 1969	June 1968	June 1969	May 1969	June 1968
				\$	\$	\$
Newfoundland.....	45.2	43.2	45.4	2.11	2.15	1.88
Nova Scotia.....	40.6	40.1	40.7	2.15	2.17	2.07
New Brunswick.....	41.4	40.5	41.2	2.23	2.21	2.05
Quebec.....	40.5	41.2	40.8	2.52	2.49	2.34
Ontario.....	40.4	40.5	40.5	2.93	2.92	2.69
Manitoba.....	39.7	39.3	40.1	2.44	2.43	2.32
Saskatchewan.....	39.8	40.9	39.8	2.90	2.97	2.71
Alberta.....	39.8	39.5	40.1	2.89	2.86	2.66
British Columbia.....	37.5	37.8	38.1	3.44	3.42	3.19

\* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS.

Latest figures subject to revision.

SOURCE: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).



## E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower

Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 749.

**Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act**

End of	Total	Employed	Claimants
1969—June.....	5,492,000	5,215,100	276,900
May.....	5,414,000	5,109,000	305,000
April.....	5,499,000	4,972,500	526,500
March.....	5,546,000	4,951,900	594,100
February.....	5,551,000	4,920,000	631,000
January.....	5,512,000	4,896,000	616,000
1968—December....	5,446,000	4,948,100	497,900
November.....	5,411,000	5,069,400	341,600
October.....	5,346,000	5,081,500	264,500
September.....	5,356,000	5,109,300	246,700
August.....	5,387,000	5,117,200	269,800
July.....	5,321,000	5,000,000	321,000
June*.....	5,316,000	5,024,900	291,100

\* Effective June 30, 1968, coverage was increased to include salaried workers earning up to \$7,800 per annum.

**Table E-4—Benefit Payments, by Province, July 1969**

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland.....	25,071	829,206
Prince Edward Island.....	2,710	71,707
Nova Scotia.....	31,405	975,628
New Brunswick.....	26,383	772,745
Quebec.....	265,052	8,568,862
Ontario.....	283,608	9,124,094
Manitoba.....	24,850	715,798
Saskatchewan.....	17,868	526,795
Alberta.....	28,821	895,185
British Columbia.....	72,909	2,307,382
Total, Canada, July 1969.....	778,677	24,787,402
Total, Canada, June 1969.....	832,559	26,496,493
Total, Canada, July 1968.....	739,333	18,858,224

**Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province**

Province	July 1969			July 1968		
	Total	Initial	Renewal	Total	Initial	Renewal
CANADA.....	120,888	84,957	35,931	123,909	84,792	39,117
Newfoundland.....	2,561	2,050	511	1,605	1,101	504
Prince Edward Island.....	400	297	103	481	355	126
Nova Scotia.....	3,421	2,577	844	3,715	2,529	1,186
New Brunswick.....	3,288	2,452	836	3,111	2,229	882
Quebec.....	34,537	24,355	10,182	36,760	24,439	12,321
Ontario.....	57,033	38,767	18,266	56,747	38,643	18,104
Manitoba.....	2,766	2,192	574	3,352	2,738	614
Saskatchewan.....	2,114	1,540	574	1,871	1,437	434
Alberta.....	3,763	2,686	1,077	4,026	3,045	981
British Columbia.....	11,005	8,041	2,964	12,241	8,276	3,965

\* In addition, revised claims received numbered 29,104.

**Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at July 31, 1969**

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample)				Total claimants July 31, 1969
		1-4	5-13	14-26	27 or more*	
CANADA.....	278,619	110,123	71,421	54,592	42,483	321,035
Male.....	167,755	72,822	42,682	29,397	22,854	194,856
Female.....	110,864	37,301	28,739	25,195	19,629	126,179
NEWFOUNDLAND.....	8,974	2,748	3,249	2,044	933	8,054
Male.....	7,058	2,289	2,729	1,494	546	6,114
Female.....	1,916	459	520	550	387	1,940
PRINCE EDWARD ISLAND.....	975	474	123	239	139	1,242
Male.....	623	365	53	98	107	805
Female.....	352	109	70	141	32	437
NOVA SCOTIA.....	11,449	3,592	3,699	2,280	1,878	11,322
Male.....	8,195	2,603	2,776	1,509	1,307	7,697
Female.....	3,254	989	923	771	571	3,625
NEW BRUNSWICK.....	9,429	3,474	2,496	1,981	1,478	9,221
Male.....	6,045	2,339	1,733	1,148	825	6,160
Female.....	3,384	1,135	763	833	653	3,061
QUEBEC.....	85,883	26,548	22,405	18,739	18,191	103,032
Male.....	53,839	17,791	14,602	11,484	9,962	66,791
Female.....	32,044	8,757	7,803	7,255	8,229	36,241
ONTARIO.....	109,846	53,313	26,547	18,122	11,864	124,023
Male.....	63,852	34,777	14,210	8,478	6,387	70,671
Female.....	45,994	18,536	12,337	9,644	5,477	53,352
MANITOBA.....	8,254	2,878	2,156	1,772	1,448	10,058
Male.....	4,168	1,717	984	743	724	5,447
Female.....	4,086	1,161	1,172	1,029	724	4,611
SASKATCHEWAN.....	6,042	1,728	1,525	1,737	1,052	5,775
Male.....	3,363	1,072	847	914	530	3,182
Female.....	2,679	656	678	823	522	2,593
ALBERTA.....	9,753	3,749	2,238	2,258	1,508	11,635
Male.....	5,108	2,194	1,092	1,143	679	6,382
Female.....	4,645	1,555	1,146	1,115	829	5,253
BRITISH COLUMBIA.....	28,014	11,619	6,983	5,420	3,992	36,673
Male.....	15,504	7,675	3,656	2,386	1,787	21,607
Female.....	12,510	3,944	3,327	3,034	2,205	15,066

\* The bulk of the cases in this group were on claim from 27-39 weeks.  
NOTE: Values less than 50 subject to relatively large sampling variability.



## F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)								
1964—Year.....	104.8	106.8	103.9	106.0	101.0	108.9	103.9	103.4
1965—Year.....	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year.....	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year.....	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year.....	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1968—September.....	121.1	123.4	119.8	121.2	115.4	128.5	121.0	121.3
October.....	121.4	122.9	120.3	122.8	114.9	129.0	121.4	121.3
November.....	121.9	123.4	120.9	123.4	115.7	129.4	123.3	121.3
December.....	122.3	124.5	121.0	123.4	115.7	129.4	123.3	121.3
1969—January.....	122.6	125.1	121.9	121.5	116.3	129.5	124.2	121.3
February.....	122.6	123.9	122.3	121.8	117.3	129.6	124.7	121.9
March.....	123.2	123.8	122.8	123.8	118.3	129.5	125.1	121.9
April.....	124.6	125.0	123.7	124.3	119.9	133.7	125.4	125.5
May.....	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June.....	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July.....	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August.....	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September.....	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
(1949 = 100)								
September.....	163.6*							

\* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.  
NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—September, 1969

	All-Items									
	Sept. 69	Aug. 69	Sept. 68	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1961 = 100)										
St. John's, Nfld.....	120.3	120.6	117.5	122.5	113.4	127.0	110.5	128.6	111.3	143.8
Halifax.....	121.2	121.4	115.4	128.9	113.9	123.6	109.9	136.5	126.2	127.8
Saint John.....	121.5	121.6	116.2	127.5	113.4	127.4	118.1	129.1	127.5	126.6
Montreal.....	122.1	123.2	118.6	123.5	115.0	122.8	122.1	128.0	136.7	128.5
Ottawa.....	123.9	124.3	119.1	128.6	115.1	125.9	118.9	137.7	135.7	132.1
Toronto.....	125.5	125.8	120.2	128.0	118.7	128.3	127.8	135.6	124.4	130.1
Winnipeg.....	124.7	123.9	119.8	131.6	112.6	131.7	124.3	138.3	127.7	129.1
Saskatoon-Regina.....	121.2	120.7	117.3	130.0	113.9	126.4	112.1	125.6	127.5	122.1
Edmonton-Calgary.....	123.0	122.4	118.3	128.6	116.3	124.7	117.3	137.1	130.6	122.6
Vancouver.....	119.5	120.1	116.0	125.7	113.5	123.9	116.4	128.7	118.6	113.5

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

# G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three

tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belong to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

**Table G-1—Strikes and Lockouts, 1964-1969**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Time
1964.....	327	343	100,535	1,580,550	0.11
1965.....	478	501	171,870	2,349,870	0.17
1966.....	582	617	411,459	5,178,170	0.34
1967.....	498	522	252,018	3,974,760	0.25
1968.....	559	582	223,562	5,082,730	0.32
*1968—September.....	42	124	30,065	346,140	0.27
October.....	26	91	20,047	313,990	0.22
November.....	19	70	14,563	221,540	0.16
December.....	17	58	13,196	104,980	0.08
*1969—January.....	33	64	10,048	125,680	0.09
February.....	26	62	15,467	137,070	0.11
March.....	38	83	22,696	169,120	0.13
April.....	50	95	30,211	272,490	0.20
May.....	64	125	108,563	1,099,450	0.79
June.....	58	133	61,407	911,680	0.64
July.....	33	113	70,723	1,058,150	0.69
August.....	44	117	74,686	1,178,780	0.81
September.....	29	96	61,497	1,126,750	0.81

\* Preliminary.

**Table G-2—Strikes and Lockouts, by Industry September 1969, (Preliminary)**

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	1	168	500
Mines.....	—	6	4,331	86,330
Manufacturing.....	11	52	46,727	944,160
Construction.....	7	19	5,804	68,830
Transportation and utilities..	4	5	3,635	16,510
Trade.....	4	9	402	6,490
Finance.....	—	—	—	—
Service.....	1	3	315	3,240
Public administration.....	1	1	115	690
ALL INDUSTRIES.....	29	96	61,497	1,126,750

**Table G-3—Strikes and Lockouts, by Jurisdiction September 1969, (Preliminary)**

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—	—
Prince Edward Island.....	—	—	—	—
Nova Scotia.....	3	6	1,782	8,040
New Brunswick.....	1	2	118	120
Quebec.....	3	17	3,546	53,620
Ontario.....	15	52	50,751	1,014,460
Manitoba.....	2	2	60	200
Saskatchewan.....	1	2	233	3,640
Alberta.....	—	5	516	10,840
British Columbia.....	2	7	929	19,470
Federal.....	2	3	3,562	16,360
ALL JURISDICTIONS.....	29	96	61,497	1,126,750



**Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)**

Industry	Employer	Union	Duration in Man-Days		Starting Date	Major Issues
			Workers Involved	Sept.	Accumulated	
Location					Termination Date	Result
<b>FORESTRY</b>						
Consolidated Bathurst Ltd., Casey, Que.	Carpenters Loc. 2817 (AFL-CIO/CLC)	168	500	500	Sept. 22 Sept. 25	Grievance procedure—Return of workers pending negotiations.
<b>MINES</b>						
<b>Metal</b>						
Wabush Mines Co., Pointe Noire, Que.	Steelworkers Locs. 6254 & 6680 (AFL-CIO/CLC)	463	3,700	41,200	May 7 Sept. 12	Wages, hours—Wage increase of 55¢ an hour over 36 months, other benefits.
Iron Ore Co. of Canada Ltd., Labrador City, Nfld.	Steelworkers Loc. 5795 (AFL-CIO/CLC)	1,400	—	109,200	May 10 Sept. 2	Wages, hours—74¢ an hr. increase over 30 mo. contract, other improved benefits.
Falconbridge Nickel Mines Ltd., Falconbridge and Onaping areas, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	3,268	70,030	95,710	Aug. 21 —	Wages, fringe benefits—
<b>Mineral Fuels</b>						
Great Canadian Oil Sands Ltd., Fort McMurray, Alta.	Oil Workers (AFL-CIO/CLC)	300	6,300	7,800	Aug. 25 —	Wages—
<b>Non-Metal</b>						
Canadian Rock Salt Co., Ojibway Mines, Essex, Ont.	Auto Workers Loc. 195 (CLC)	173	3,630	22,130	Mar. 30 —	Wages—
<b>Quarries</b>						
Canada Crushed Stone, Dundas and Hamilton, Ont.	District 50 (U.M.W.A.) Loc. 14979 (Ind.)	107	2,250	5,350	July 19 —	Wages, fringe benefits, working conditions—
<b>MANUFACTURING</b>						
<b>Rubber</b>						
Goodyear Tire and Rubber Company of Canada, Valleyfield, Que.	Rubber Workers Loc. 774 (AFL-CIO/CLC)	450	8,550	15,300	Aug. 11 Sept. 27	Not reported—Not reported.
<b>Textiles</b>						
Daly & Morin Limitée, Lachine, Que.	Clothing Workers' Federation (CNTU)	225	4,730	6,980	Aug. 18 —	Wages, hours—

**Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)**

Industry	Employer	Location	Union	Duration in Man-Days		Starting Date	Major Issues Result
				Workers Involved	Sept.	Accumulated	
						Termination Date	
<b>Textile</b>							
Caldwell Linen Mills, Iroquois, Ont.	United Textile Workers (AFL-CIO/CLC)		430	1,290	1,290	Sept. 10 Sept. 14	Wages—Return of workers.
Canadian Celanese Chemcell Division, Sorel, Que.	Textile Workers' Union Loc. 1434 (AFL-CIO/CLC)		625	3,750	3,750	Sept. 22 —	Wages—
<b>Wood</b>							
Crestbrook Forest Industries Limited, Fort MacLeod, Alta.	Woodworkers Loc. 1-206 (AFL-CIO/CLC)		105	2,210	21,030	Dec. 17 —	Wages, fringe benefits, holidays—
Kootenay Forest Products Ltd., Nelson, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)		289	6,070	13,870	July 24 —	Suspension of one employee—
Wayerhausser Québec Ltée Princeville, Cté Arthabaska, Que.	Building and Woodworkers' Federation (CNTU)		132	2,770	5,150	Aug. 6 —	Wages, hours, vacations, holidays—
<b>Paper</b>							
Maritime Paper Products Limited, Halifax, N.S.	Teamsters Loc. 927 (Ind.)		103	2,160	2,780	Aug. 22 —	Wages—
<b>Primary Metals</b>							
International Nickel Co. of Canada Ltd., Sudbury District and Port Colborne, Ont.	Steelworkers Locs. 6500 & 6200 (AFL-CIO/CLC)		17,500	375,000	1,037,500	July 10 —	Wages, fringe benefits—
Algoma Steel Corp., Sault Ste. Marie, Ont.	Various Unions		7,583	162,490	330,400	Aug. 1 —	Wages, other benefits—
Steel Co. of Canada Ltd., Various Locations, Quebec	Steelworkers Various Locals (AFL-CIO/CLC)		1,082	22,720	33,540	Aug. 16 —	Wages, fringe benefits—
<b>Metal Fabricating</b>							
Engineering Products of Canada Ltd., Boucherville, Que.	Steelworkers Loc. 5792 (AFL-CIO/CLC)		125	2,630	10,640	June 2 —	Wages, fringe benefits—
Curtis Products Cobourg, Ont.	Machinists Loc. 788 (AFL-CIO/CLC)		102	510	3,470	July 21 Sept. 9	Wages—Average wage increase of 42¢ for the life of the contract, other improved benefits.
Steel Co. of Canada Ltd., Various locations, Ont.	Steelworkers Various Locals (AFL-CIO/CLC)		13,500	289,290	588,220	Aug. 1 —	Wages, fringe benefits—



**Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)**

Industry	Employer	Union	Duration in Man-Days		Starting Date	Major Issues
			Workers Involved	Sept.	Accumulated	
Location					Termination Date	Result
York Structural Steel, Fredericton, N.B.	Steelworkers Loc. 7290 (AFL-CIO/CLC)	105	110	110	Sept. 30 —	Wages in a first agreement—
<b>Machinery</b>						
Otis Elevator Co. Ltd., Hamilton, Ont.	Steelworkers Loc. 1762 (AFL-CIO/CLC)	553	10,510	52,540	May 14 Sept. 29	Wages, working conditions — Return of Workers, settlement terms not reported.
Stephens-Adamson Mfg. Co. of Canada Ltd., Belleville, Ont.	Mine Workers Loc. 5303 (Ind.)	130	1,300	1,300	Aug. 15 Sept. 2	Unable to reach agreement on fringe benefits—Return of work- ers, settlement terms not re- ported.
Sheldons Engineering Ltd., Galt, Ont.	Steelworkers Loc. 2931 (AFL-CIO/CLC)	145	2,470	2,470	Sept. 4 Sept. 29	Wages, fringe benefits—Wage in- crease, other improved benefits.
Timberjack Machines Ltd., Woodstock, Ont.	Moulders Loc. 246 (AFL-CIO/CLC)	375	1,130	1,130	Sept. 9 Sept. 11	Protesting suspension of an em- ployee for cause—Return of workers when employee was re- hired.
<b>Transportation Equipment</b>						
SKD Manufacturing Co., Amherstburg, Ont.	Auto Workers Loc. 89 (CLC)	330	6,930	13,200	Aug. 5 —	Wages, retroactive dating of a contract, pension benefits—
Lunenburg Foundry and Engineering Co., Lunenburg, N.S.	Machinists Loc. 1716 (AFL-CIO/CLC)	147	3,090	5,440	Aug. 8 —	Wages—
<b>Electrical Products</b>						
Croname McDonald Ltd., Waterloo, Que.	Steelworkers Loc. 5207 (AFL-CIO/CLC)	163	2,120	2,120	Aug. 13 Sept. 2	Wages—45¢ an hr. increase over 3 years.
Northern Electric Co. Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	900	450	450	Sept. 30 —	Alleged disagreement over a clause—
<b>Non-Metallic Mineral Products</b>						
Libby-Owens-Ford Glass of Canada Ltd., Collingwood, Ont.	International Operating Engineers (AFL-CIO/CLC)	137	690	1,790	Aug. 20 Sept. 9	Wages, rates for overtime on Sundays—Wage increase of \$1.14 an hr. up to Feb. 1, 1972.
<b>Petroleum &amp; Coal Products</b>						
Six Oil Refineries Lower Mainland, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	550	11,550	57,790	May 21 —	Wages, fringe benefits—

**Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)**

Industry			Duration in Man-Days		Starting Date	
Employer						Major Issues
Location	Union	Workers Involved	Sept.	Accu- mulated	Termination Date	Result
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (CLC)	295	6,200	101,910	May 17 1968	Wages, union security, grievance procedure—
CONSTRUCTION						
Several plumbing contractors, Various locations, Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,200	61,800	July 15 1968	Wages, other benefits—
Hamilton Construction Association, Hamilton, Ont.	Various Unions	1,058	22,220	108,280	May 2 —	Wages—
Windsor Construction Association, Windsor, Ont.	Various Unions	450	3,150	97,630	May 28 Sept. 11	Wages—Wage increases.
Electrical Construction Association of Hamilton, Hamilton, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	550	11,550	34,650	July 2 —	Wages, working conditions, fringe benefits—
Forming Contractors Association of Metro Toronto, Metro Toronto, Ont.	Canadian Concrete Forming Union (Ind.)	750	15,750	45,000	July 7 —	Wages, hours, other benefits—
C. W. Miller Ltd., & Guilfords Ltd., Various locations, Nova Scotia.	Asbestos Workers Loc. 116 (AFL-CIO/CLC)	110	990	1,540	Aug. 25 Sept. 15	Wages, fringe benefits—Wage increase of \$1.49 an hr. over next three years.
Mechanical Construction Association of Sudbury, Sudbury and area, Ont.	Sheet Metal Workers Loc. 504 (AFL-CIO/CLC)	140	1,400	1,820	Aug. 27 Sept. 16	Wages—\$1.64 an hr. increase spread over two years, other im- proved benefits.
Allied Industrial Workers, Point Tupper, N.S.	Sheet Metal Workers Loc. 56 (AFL-CIO/CLC)	700	350	350	Sept. 3 Sept. 4	Lay-off of 12 tradesmen without regard to seniority—Union order- ed men back to work.
Parsons Construction, Point Tupper, N.S.	Various unions	707	1,400	1,400	Sept. 10 Sept. 12	Alleged dispute over hours of pay concerning inclement weather conditions—Return of workers.
Lummus Co. of Canada Ltd., Douglas Point, Ont.	Teamsters Loc. 879 (Ind.)	208	2,080	2,080	Sept. 17 —	Use of non-union trucks—
Pitts Atlas McNamara, Lower Notch Hydro Project, Montreal River, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	752	3,010	3,010	Sept. 25 Sept. 30	Disagreement over promotions and job postings—Return of workers pending discussions.

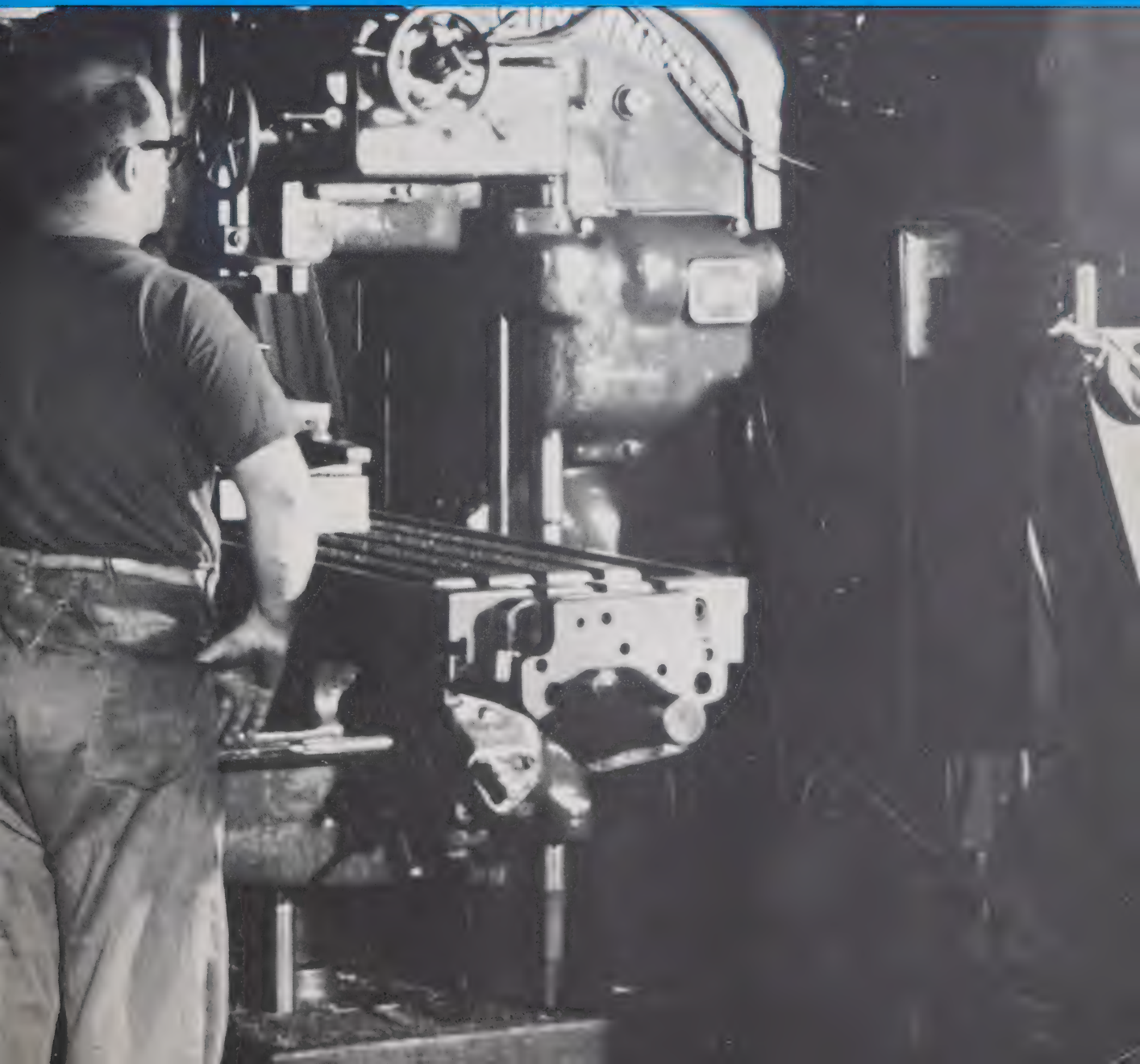


**Table G-4—Strikes and Lockouts Involving 100 or More Workers, September 1969 (Preliminary)**

Industry	Employer	Union	Duration in Man-Days		Starting Date	Major Issues
			Workers Involved	Sept.	Accumulated	
Location					Termination Date	Result
<b>TRANSPORTATION AND UTILITIES</b>						
Transportation						
*Lakehead Freightways Limited, Port Arthur, Sault Ste. Marie, Ont., and Winnipeg, Man.	Teamsters various locals (Ind.)	100	2,290	17,410	Feb. 19 —	Hours of work, safety conditions—
*Fédération des Armateurs du Canada, Cap de la Madeleine, Que.	I.L.A. Loc. 1846 (AFL-CIO/CLC)	331	—	1,660	Aug. 25 Sept. 2	Mechanization, reduction in number of workers in gang, sling loads—Return of workers when court injunction issued.
*B.C. Maritime Employers' Assoc., Various Ports, British Columbia.	Longshoremen and Warehousemen various locals (CLC)	3,230	13,840	13,840	Sept. 25 —	Wages, hours—
*Department of Transport, Various Locations, Ontario, Manitoba and Saskatchewan.	I.B.E.W. Loc. 2228 (AFL-CIO/CLC)	232	230	230	Sept. 30 —	Delay in new contract negotiations—
<b>TRADE</b>						
Retail						
Three Co-operatives Association, Estevan, Regina and Prince Albert, Sask.	Retail, Wholesale Employees various locals (AFL-CIO/CLC)	216	3,280	3,280	Sept. 5 —	Wages, hours, other benefits—
<b>SERVICE</b>						
Education						
Windsor Board of Education, Windsor, Ont.	Public Employees Loc. 27 (CLC)	307	3,070	3,070	Sept. 17 —	Long service pay—
<b>PUBLIC ADMINISTRATION</b>						
Local Administration						
Corporation of City of Peterborough, Peterborough, Ont.	Public Employees Loc. 504 (CLC)	115	690	690	Sept. 23 —	Wages, benefits and management policies—

\*Federal jurisdiction.

"There is no standard definition of the science of ergonomics, but it can best be summed up in the phrase, 'fitting the job to the worker.' Its object is to reduce fatigue, ill health, and injury, while making fuller use of man's physical and mental resources." Read "Ergonomics: Man and His Work." See p. 716.





# The Labour Gazette

December 1969

